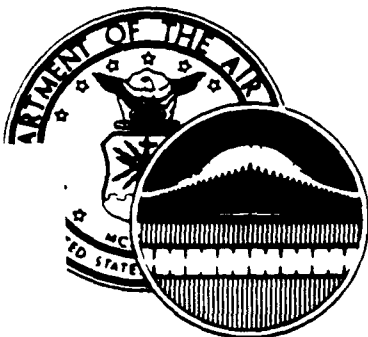


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UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

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JUL 1 1989

FUEL SPECIALIST

AFSC 631X0

AFPT 90-631-430

JULY 1989

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**OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000**

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PREFACE

This report presents the results of an Air Force occupational survey of the Fuel Specialist (AFSC 631X0) career ladder. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

Lieutenant John F. Foytlin developed the survey instrument, Staff Sergeant Joe Seitz and Mr Wayne Fruge provided computer programming support, and Ms Tamme Lambert provided administrative support. Lieutenant Mary A. Knoll and Squadron Leader John Price, Royal Australian Air Force (RAAF), analyzed the data and wrote the final report. This report has been reviewed and approved for release by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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Center

SUMMARY OF RESULTS

1. Survey Coverage: The survey sample includes 39 percent of all members assigned to the AFSC 631X0 career ladder. The sample was representative across MAJCOMs and paygrade groups and included 3-, 5-, 7-, 9-, and CEM code 63100 personnel.
2. Career Ladder Structure: Eleven job clusters and six independent job types were identified. Mobile Distribution Operators comprise the core job, but the career ladder includes various and diverse jobs, such as Fuel Accounting Personnel, Fuel Controllers, and Cryogenic and Storage Personnel.
3. Career Ladder Progression: Progression through the skill levels is normal; AFSC 63130/50 specialists distribute and store fuel, while 7-skill level technicians plan, schedule, and inspect fuel distribution and storage activities. DAFSC 63190/00 members organize, direct, and evaluate the activities of the fuel career ladder.
4. Career Ladder Documents: The AFR 39-1 Specialty Descriptions were accurate for all skill levels. Sections of the current Specialty Training Standard (STS), new tentative STS, and Plan of Instruction (POI) need to be reviewed because low percentages of members are performing matched tasks. Some areas of both the tentative and the current STS's not supported by traditional methods were supported by job-specific data; adequate percentages of individuals in a job were performing tasks matched to a specific area of the STS.
5. Job Satisfaction: Two of the major issues in job satisfaction for Fuel Specialists were job interest and use of talents. First- and second-enlistment members did not rate their jobs as being as interesting as a comparative sample of direct support personnel did. Use of talents was also comparatively lower, but use of training was perceived to be better. First-termers indicate they find their jobs more interesting, feel their talents and training are used better, and are more satisfied with their sense of accomplishment than the 1981 survey sample. Job satisfaction levels are highest among senior members of the career ladder.
6. Implications: This is a diverse career ladder. This heterogeneity created some problems in reviewing the current and tentative STS's, but a job-specific match showed support for most areas in both documents. Caution should be observed, however, when using this method to justify inclusion of a paragraph in an STS; for example, if a paragraph is supported by 25 percent of a job that consists of 12 members, such as Mobility Support Personnel (ST0230), this means that only 3 members are actually performing the matched tasks. The POI should also be reviewed for accuracy, as several paragraphs were not supported by survey data.

OCCUPATIONAL SURVEY REPORT
FUEL SPECIALIST CAREER LADDER
(AFSC 631X0)

INTRODUCTION

This is a report of an occupational survey of the Fuel Specialist career ladder completed by the USAF Occupational Measurement Center in May 1989. The previous OSR for this career ladder was published in October 1981. HQ ATC/TTO requested the survey to update the entry-level course, C3ABR63130 000, Apprentice Fuel Specialist, and the STS. Career ladder managers produced a tentative STS in February 1989, before data from the current survey were available. Therefore, results of the review of both the current and tentative STS are included in this OSR.

Key: Job analysis, high performance, (AFSC 631X0) Background

Background

According to AFR 39-1, the Fuel Specialist career ladder encompasses operating and managing petroleum fuel systems and activities including the entire spectrum of requisitioning, receiving, storing, dispensing, and testing petroleum fuel, liquid cryogenics, and demineralized water. Refueling vehicles and installed mechanical fuel systems are used to distribute aviation and ground fuel. All operations include environmental protection and energy conservation practices. Computer systems are used in fuel accounting and administration.

The mandatory entry-level course, C3ABR63130 000, Apprentice Fuel Specialist, is taught at Chanute AFB IL and lasts for 6 weeks and 3 days. Students are taught how to receive, issue, store, and quality control petroleum and cryogenic products and to maintain related equipment, particularly specialized vehicles. Other courses provide graduates with a special experience identifier (SEI) to qualify for more specialized jobs within the career ladder. These include the following courses at Chanute: Fuel Quality Control Specialist, Fuel Accounting, Cryogenic Operations, and Petroleum Logistics Management. USAFE also has two courses: Fuel Accounting, at Einsiedlerhof AB Germany; and Fuel Quality Control Specialist, at Zweibruecken, Germany, which are strictly for USAFE personnel.

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SURVEY METHODOLOGY

Inventory Development

Data for this survey were collected using USAF Job Inventory AFPT 90-631-430 (July 1988). The inventory developer reviewed pertinent career ladder documents, the previous OSR, and the previous job inventory, and prepared a tentative task list. The task list was then validated through personal interviews with 69 subject-matter experts in operational units at the following 7 bases:

LOCATION	MAJCOM
Chanute AFB IL	ATC
Randolph AFB TX	ATC
MacDill AFB FL	TAC
Charleston AFB SC	MAC
Travis AFB CA	MAC
Mather AFB CA	ATC
Loring AFB ME	SAC

The final job inventory listed 422 tasks grouped into 13 duty headings and a number of background questions asking for such information as duty title, duty AFSC, time in service, time in the career ladder, equipment used, and courses completed.

Survey Administration

Consolidated Base Personnel Offices at operational bases worldwide administered the surveys to all eligible DAFSC 631X0 personnel at the 3-, 5-, 7-, 9-skill, and CEM levels. Participants were selected from a computer-generated mailing list provided by the Human Resources Laboratory (HRL). Personnel not considered eligible to fill out the inventory booklets were those in hospital status, those in PCS status, and those who had not been in their present job for at least 6 weeks.

All individuals who filled out a survey completed an identification and biographical information section first. Next, they went through the booklet and checked each task performed in their current job. Finally, they went back and rated each task they had checked on a 9-point scale reflecting relative time spent on each task compared to all other tasks. Ratings ranged from 1 (indicating a very small amount of time spent) to 9 (indicating a very large amount of time spent). The relative percent time spent on tasks for each inventory was computed by first totaling all rating values on the inventory, and then dividing each task's rating by this total and multiplying the result by 100. The percent time spent ratings from all inventories were combined and used with percent member performing values to describe the various groups in the career ladder.

Sample

Participants in the survey were carefully selected via a stratified random sample to ensure proportional representation across major commands (MAJCOM) and military paygrade groups. Tables 1 and 2 show how the final survey sample compared to the actual population of the career ladder in terms of the distribution across MAJCOMs and paygrades. As illustrated, the survey sample is representative of the overall AFSC 631X0 population. A total of 3,268 inventories were mailed to members of the career ladder. The final sample contained 2,742 members, which was 39 percent of those assigned (7,097), 46 percent of those eligible to be surveyed (5,940), and 84 percent of those actually surveyed.

Data Processing and Analysis

Once the job inventories are received from the field, task responses and background information are optically scanned and become one computer file. Biographical data, such as name, duty AFSC, and time in career ladder, are manually entered to form another file. The two files are then merged to form one complete case record for each respondent. Comprehensive Occupational Data Analysis Programs (CODAP) are used to analyze the records and create a job description for each respondent, as well as composite job descriptions for particular groups of respondents.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected E-6 and E-7 supervisors completed either a training emphasis (TE) or task difficulty (TD) booklet. These booklets were processed separately from the job inventories and the TE and TD data were used in several analyses discussed later in this report.

Task Difficulty (TD). Task difficulty is defined as the length of time the average airman needs to learn how to perform a given task. Seventy-one experienced supervisors rated the difficulty of the tasks in the inventory on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Ratings were standardized so tasks of average difficulty would have a value of 5.0. The interrater reliability for task difficulty was acceptable.

Training Emphasis (TE). Training emphasis is a rating of which tasks require structured training for first-term 631X0 personnel. Structured training is defined as training provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), formal OJT, or any other organized training method. Sixty-seven experienced supervisors completed TE booklets. They rated the tasks in the inventory on a 10-point scale ranging from no training required (0) to much structured training required (9). The interrater reliability for training emphasis was also acceptable.

TABLE 1
COMMAND REPRESENTATION OF AFSC 631X0 SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED**</u>	<u>PERCENT OF SAMPLE</u>
SAC	23	23
TAC	21	23
USAFE	17	17
MAC	14	14
PACAF	10	11
ATC	8	7
AAC	3	3
AFLC	1	1
AFSC	2	1
OTHER	1	*
TOTAL ASSIGNED**	7,097	
TOTAL NUMBER ELIGIBLE	5,940	
TOTAL NUMBER SURVEYED	3,268	
TOTAL IN SAMPLE	2,742	
PERCENT OF ASSIGNED	39%	
PERCENT OF ELIGIBLE	46%	
PERCENT OF SURVEYED	84%	

NOTE: Columns may not add to 100 percent due to rounding

* Less than 1 percent

** As of July 1988

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED**</u>	<u>PERCENT OF SAMPLE</u>
AMN	29	27
E-4	34	30
E-5	20	24
E-6	9	10
E-7	6	6
E-8	1	1
E-9	1	1

** As of July 1988

NOTE: Columns may not add to 100 percent due to rounding

When TE ratings are used with other information, such as percent members performing and task difficulty, they can provide valuable insight into the training requirements for first-term 631X0 personnel and can help validate the need for organized training within the career ladder.

SPECIALTY JOBS (Career Ladder Structure)

A vital part of the USAF occupational analysis program is the examination of the career ladder job structure. Based on member responses to survey questions, the tasks performed by career ladder personnel are examined and jobs identified according to the similarity of tasks and the relative time they spent performing the task. The resulting job structure is then compared to official career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard, to review for accuracy and completeness of those documents. This helps career ladder managers gain an understanding of current utilization patterns.

For this report, the career ladder structure is described in terms of job clusters and independent job types. The job is the basic unit of job analysis, and represents a specific group of individuals performing basically the same tasks and spending similar amounts of time on those tasks. When job members perform tasks in common with other groups, they merge to form a larger unit of related jobs called a job cluster. Specialized jobs too unique to fit within a job cluster are called independent job types.

Overview

The mission of the Fuel career ladder is distributing, storing, testing, and accounting for aviation, ground, cryogenic, and missile propellant products.

The 11 job clusters and 6 independent job types that were identified within the AFSC 631X0 career ladder are illustrated in Figure 1. Within many of the job clusters, job variations are noted in which people are doing unique tasks, or are spending a large amount of time on a particular duty. The following list identifies the major job clusters and the specific jobs that fall under those clusters, the computer product number (ST), and the number of people (N=).

- I. ATC FUEL PERSONNEL (ST0169, N=14)
- II. MOBILE DISTRIBUTION OPERATORS (ST0057, N=771)
- III. PREVENTIVE MAINTENANCE PERSONNEL (ST0066, N=89)
- IV. FUEL DISTRIBUTION HYDRANT OPERATORS (ST0153, N=13)

AFSC 631X0 JOBS

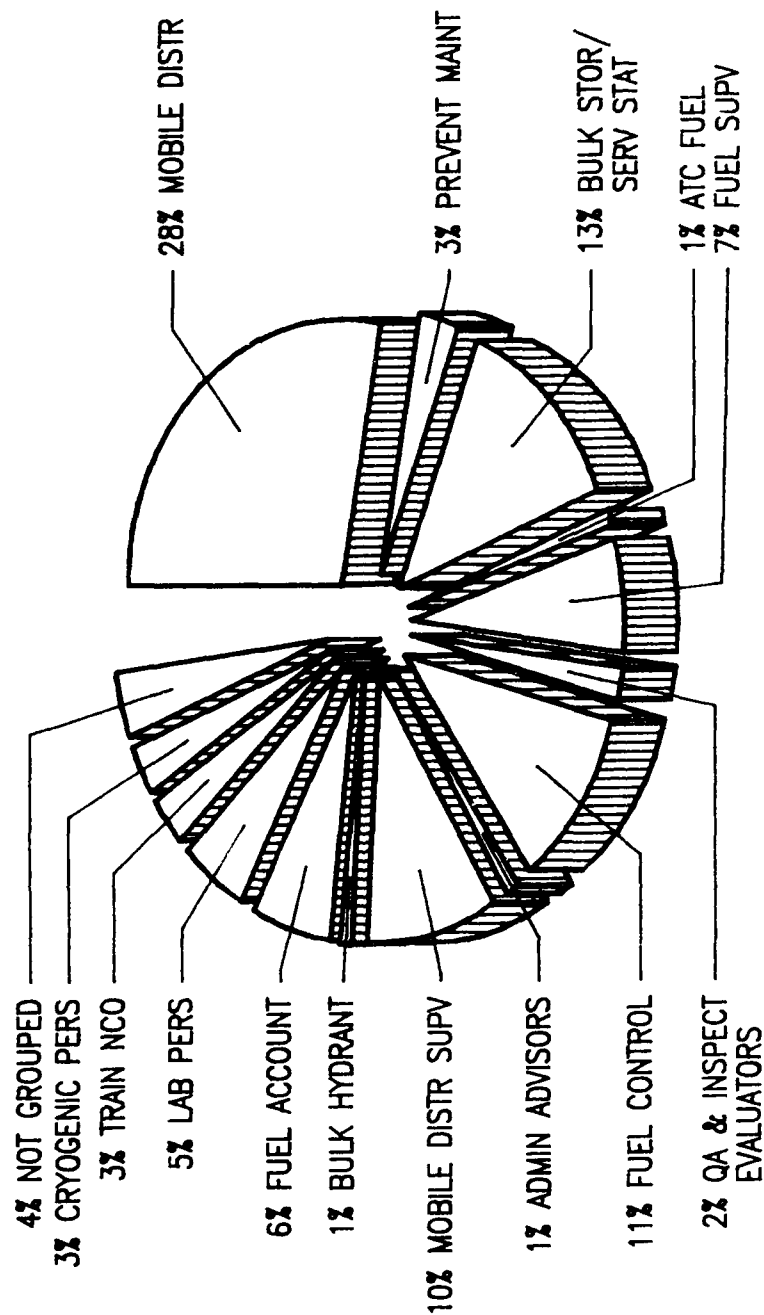


Figure 1

Less than 1 percent:
 Mobility Support Pers
 Fuel Dist Hydrant Oper
 Tech School Instr

- V. BULK STORAGE HYDRANT OPERATORS (ST0210, N=22)
- VI. BULK STORAGE AND SERVICE STATION PERSONNEL (ST0050, N=366)
- VII. FUEL STORAGE, DISTRIBUTION, AND CONTROL CENTER SUPERVISORS (ST0075, N=196)
- VIII. TECHNICAL SCHOOL INSTRUCTORS (ST0182, N=10)
- IX. FUEL CONTROL CENTER CONTROLLERS (ST0032, N=303)
- X. MOBILE DISTRIBUTION SUPERVISORS (ST0041, N=271)
- XI. QUALITY ASSURANCE AND INSPECTION EVALUATORS (ST0186, N=54)
- XII. ADMINISTRATIVE ADVISORS (ST0030, N=37)
- XIII. FUEL TRAINING NCOs (ST0035, N=90)
- XIV. CRYOGENIC AND STORAGE PERSONNEL (ST0134, N=87)
- XV. FUEL ACCOUNTING PERSONNEL (ST0055, N=161)
- XVI. FUEL LABORATORY PERSONNEL (ST0077, N=147)
- XVII. MOBILITY SUPPORT PERSONNEL (ST0230, N=12)

Ninety-six percent of the survey respondents are represented in the above job clusters and independent job types. The remaining 4 percent did not group with any of the job groups because of the uniqueness of their jobs. The job titles of those not grouped include Petroleum Logistics Management Instructor, Special Projects NCO, and IG Fuel Inspector.

Job Descriptions

The following paragraphs discuss the background and duties performed by members of the job clusters, jobs, and independent job types. See Tables 3, 4, and 5 for a contrast of background information, duties performed, and equipment used. Appendix A provides a list of tasks commonly performed by each job cluster.

I. ATC FUEL PERSONNEL (ST0169, N=14). The 14 members in this independent job type represent approximately 1 percent of the sample and half are assigned to ATC. Seventy-nine percent are first-enlistment personnel with an average of 3 years in the service. Most are E-4s and possess a 5-skill level. They are performing very few tasks, and the majority of their time (83 percent) is spent performing cold refueling and defueling servicing operations that integrate the following tasks:

TABLE 3

SELECTED BACKGROUND DATA FOR 631X0 CAREER LADDER JOBS

Stage Number Number in Group Percent of Total Sample	ATC	MOBILE	PREV	FUEL	BULK	SERV	FUEL	TECH	FUEL
	FUEL	DISTR	MAINT	HYDRANT	HYDR	STAT	SUPVR	INST	CNTRL
169	57	66	153	210	50	75	182	32	
14	771	89	13	22	366	196	10	303	
1%	28%	3%	*	1%	13%	7%	*	11%	
DAFSC Distribution (Percent Responding)									
63130	21%	23%	8%	0	18%	8%	2%	0	1%
63150	79%	75%	55%	85%	77%	77%	48%	50%	65%
63170	0	1%	37%	15%	5%	15%	47%	50%	34%
63190	0	0	0	0	0	0	2%	0	0
63100	0	0	0	0	0	0	1%	0	0
Predominant Grade	E-4	E-3	E-5	E-3/4	E-4	E-4	E-5	E-5	E-5
Average Months in Career Ladder	34	30	78	44	47	65	113	92	88
Average Months in Service	36	33	82	46	52	68	120	97	93
Percent in First Enlistment	79%	78%	35%	62%	55%	44%	15%	10%	8%
Percent Supervising	0	10%	47%	23%	18%	28%	71%	0	40%
Average Number of Tasks Performed	8	26	30	21	23	43	114	57	43

* Indicates less than 1 percent

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR 631X0 CAREER LADDER JOBS

Stage Number Number in Group Percent of Total Sample	MOBILE		QA &		ADMIN		TRAIN		CRYO		FUEL		FUEL		LAB		MOBILITY	
	DISTR	SUPV	INSPT	EVALS	ADVR	NCO	PERS	ACCT	LAB	SUPPORT	LAB	PERS	LAB	PERS	LAB	PERS	LAB	SUPPORT
41	186	30	35	55	77	230												
271	54	37	90	161	147	12												
10%	2%	1%	3%	6%	5%	*												
DAFSC Distribution (Percent Responding)																		
63130	0	0	0	0	0	0	3%	7%	2%	0								
63150	18%	6%	37%	62%	5%	68%	68%	62%	68%	75%								
63170	63%	81%	63%	30%	70%	26%	26%	30%	30%	25%								
63190	14%	13%	0	0	14%	2%	2%	0	0	0								
63100	5%	0	0	0	11%	0	0	0	0	0								
Predominant Grade																		
Average Months in Career Ladder	E-5	E-7	E-6	E-5	E-4	E-4	E-4	E-4	E-4/5	E-4								
Average Months in Service	160	195	168	114	74	74	74	71	71	75								
Percent in First Enlistment	163	202	171	119	89	89	89	73	74	77								
	*	0	3%	7%	33%	33%	33%	36%	32%	33%								
Percent Supervising	91%	89%	43%	37%	37%	37%	37%	40%	39%	25%								
Average Number of Tasks Performed	47	69	41	52	51	51	51	61	63	30								

* Indicates less than 1 percent

TABLE 4

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

DUTIES	ATC FUEL (ST0169)	MOBILE DISTR (ST0057)	PREV MAINT (ST0066)	FUEL HYDRANT (ST0153)	BULK HYDRANT (ST0210)	SERV STAT (ST0050)	FUEL SUPR (ST0075)	TECH INST (ST0182)	FUEL CNTRL (ST0032)
A ORGANIZING AND PLANNING	0	0	6	2	0	1	6	4	3
B DIRECTING AND IMPLEMENTING	0	1	7	2	2	3	9	8	6
C INSPECTING AND EVALUATING	1	0	4	2	2	2	7	4	3
D TRAINING	0	1	5	2	1	2	9	33	3
E PERFORMING FUEL ADMINISTRATIVE OR MATERIEL CONTROL TASKS	0	0	1	0	0	0	3	2	2
F PERFORMING BULK STORAGE OR SERVICE STATION TASKS	11	19	5	5	22	65	22	22	3
G PERFORMING FUEL DISTRIBUTION TASKS	83	71	65	87	70	13	16	21	10
H PERFORMING FUEL ACCOUNTING TASKS	0	2	1	0	0	2	5	1	1
I PERFORMING FUEL CONTROL CENTER (FCC) TASKS	0	2	2	0	0	1	14	2	69
J PERFORMING QUALITY CONTROL AND INSPECTION (QCI) LABORATORY TASKS	0	1	1	0	0	1	2	2	0
K PERFORMING QUALITY CONTROL AND INSPECTION (QCI) EVALUATOR TASKS	0	0	0	0	0	0	1	0	0
L PERFORMING CRYOGENICS PRODUCTION OR STORAGE TASKS	0	1	0	1	0	8	4	2	0
M PERFORMING MOBILITY AND SUPPORT TASKS	5	1	2	0	2	1	1	0	1

NOTE: Columns may not add to 100 percent due to rounding

TABLE 4 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

DUTIES	MOBILE DISTR SUPV (ST0041)	QA & INSPCT EVALS (ST0186)	ADMIN ADVR (ST0030)	TRAIN NCO (ST0035)	CRYO PERS (ST0134)	FUEL ACCT (ST0055)	FUEL LAB PERS (ST0077)	MOBILITY SUPPORT (ST0230)
A ORGANIZING AND PLANNING	15	8	15	6	3	4	2	5
B DIRECTING AND IMPLEMENTING	19	13	25	10	6	6	5	5
C INSPECTING AND EVALUATING	20	19	18	7	3	3	3	4
D TRAINING	12	4	4	37	5	2	3	7
E PERFORMING FUEL ADMINISTRATIVE OR MATERIEL CONTROL TASKS	2	3	28	28	5	7	2	2
F PERFORMING BULK STORAGE OR SERVICE STATION TASKS	5	3	0	0	5	5	3	0
G PERFORMING FUEL DISTRIBUTION TASKS	17	2	1	2	3	3	6	2
H PERFORMING FUEL ACCOUNTING TASKS	1	1	8	2	3	68	0	0
I PERFORMING FUEL CONTROL CENTER (FCC) TASKS	6	0	0	0	0	1	1	0
J PERFORMING QUALITY CONTROL AND INSPECTION (QCI) LABORATORY TASKS	0	10	0	0	4	0	71	1
K PERFORMING QUALITY CONTROL AND INSPECTION (QCI) EVALUATOR TASKS	1	36	0	1	0	0	3	0
L PERFORMING CRYOGENICS PRODUCTION OR STORAGE TASKS	0	0	0	0	62	0	1	6
M PERFORMING MOBILITY AND SUPPORT TASKS	1	0	1	6	0	1	1	67

* Indicates less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 5

EQUIPMENT USED ACROSS 631X0 JOBS
(PERCENT USING)

DUTIES	ATC FUEL (ST0169)	MOBILE DISTR (ST0057)	PREV MAINT (ST0066)	FUEL HYDRANT (ST0153)	BULK HYDRANT (ST0210)	SERV STAT (ST0050)	FUEL SUPVR (ST0075)	TECH INST (ST0182)	FUEL CNTRL (ST0032)
<u>MOBILE EQUIPMENT USED:</u>									
R-14 ATHRS	0	4	4	8	5	7	14	0	7
SEAL DRUM	0	1	2	0	0	2	4	0	1
PMU-27M TRAILER	0	12	34	0	27	17	39	0	17
FFU-15E SLID MOUNTED FILTER SEPARATOR	0	2	0	0	5	2	6	0	2
<u>REFUEL EQUIPMENT USED:</u>									
C-300 TANK TRUCK	93	85	83	15	55	43	71	100	63
R-9 CONDEC TANK TRUCK	64	53	60	15	27	25	47	100	44
HOSE CART	29	60	57	8	64	19	40	100	37
PANTOGRAPH	36	54	56	38	41	42	23	0	74
<u>CRYOGENIC EQUIPMENT USED:</u>									
AIR TRANSPORTABLE CRYOGENIC STORAGE TANK	0	2	0	0	0	15	20	10	3
CRYOGENIC SAMPLER	0	4	2	0	0	8	14	40	5
CRYOTAINER	0	10	3	8	5	32	34	40	8
PURGE UNIT	0	4	3	0	0	30	28	40	5

TABLE 5 (CONTINUED)
EQUIPMENT USED ACROSS 631X0 JOBS
(PERCENT USING)

DUTIES	MOBILE DISTR SUPVS (ST0041)	QA & INSPCT EVALS (ST0186)	ADMIN ADVR (ST0030)	TRAIN NCO (ST0035)	CRYO PERS (ST0134)	FUEL ACCT (ST0055)	FUEL LAB PERS (ST0077)	MOBILITY SUPPORT (ST0230)
<u>MOBILE EQUIPMENT USED:</u>								
R-14 ATHRS	10	7	8	14	0	1	13	100
SEAL DRUM	2	6	8	3	0	1	3	75
PMU-27M TRAILER	33	15	11	24	5	9	20	100
FFU-15E SKID MOUNTED FILTER SEPARATOR	3	6	8	6	0	1	2	100
<u>REFUEL EQUIPMENT USED:</u>								
C-300 TANK TRUCK	70	33	8	38	29	37	60	25
R-9 CONDEC TANK TRUCK	50	31	5	20	21	19	52	33
H/C	57	31	8	20	10	23	55	8
PANTOGRAPH	35	17	3	19	11	17	32	25
<u>CRYOGENIC EQUIPMENT USED:</u>								
AIR TRANSPORTABLE CRYOGENIC STORAGE TANK	9	7	8	10	10	2	6	83
CRYOGENIC SAMPLER	11	33	0	4	90	2	65	0
CRYOTAINER	14	15	3	7	97	5	22	8
PURGE UNIT	14	15	8	7	98	3	5	25

- G182 Complete AF Forms 1994 (Fuel Issue/Defuel Document (DOD))
- G206 Perform cold refueling servicing operations
- G183 Complete AF Forms 1995 (Fuel Issue/Defuel Document (Non-DOD))
- G209 Perform defueling servicing operations
- G202 Operate type III (Phillips) hydrant systems
- G207 Perform concurrent ground servicing operations
- G208 Perform concurrent servicing of aircraft with passengers on board

Other significant tasks include:

- F177 Perform return-to-bulk operations using mobile refueling vehicles
- M406 Conduct or participate in mobility exercises

Most use refueling equipment, such as the C-300, R-9 Kovatch, and R-9 Condec tank trucks.

II. MOBILE DISTRIBUTION OPERATORS (ST0057, N=771) operate refueling and defueling equipment to support mobile distribution of fuel to aircraft. Jobs vary within this cluster according to the amount of supervisory duties performed, what section members are assigned to (two small groups are assigned to service station and bulk storage sections), and the amount of time spent performing bulk storage, fuel distribution, fuel accounting, and fuel control center tasks. The members in this job cluster represent 28 percent of the total sample, and approximately half of them are assigned to either SAC or TAC, with the remainder spread among seven other MAJCOMs. Seventy-eight percent are first-enlistment personnel with an average of 33 months in the service. Most are E-3s and possess a 5-skill level. On the average, they perform a moderate number of tasks (26) in their job, and the majority of their time (71 percent) is spent performing fuel distribution activities such as the following:

- G182 Complete AF Forms 1994 (Fuel Issue/Defuel Document (DOD))
- G206 Perform cold refueling servicing operations
- G209 Perform defueling servicing operations
- G180 Annotate AFTO Forms 422 (Filter Separator Pressure Differential Log)
- G183 Complete AF Forms 1995 (Fuel Issue/Defuel Document (Non-DOD))
- G194 Inspect mobile fuel distribution vehicles
- G227 Perform vehicle checkpoint procedures
- F138 Complete AF Forms 1232 (Bulk Fuel Issue/Defuel Summary)
- G207 Perform concurrent ground servicing operations
- G179 Annotate AFTO Forms 371 (Operator's Inspection Guide and Trouble Report (Fuel Servicing))

In addition to the refueling equipment used by ATC Fuel Personnel, most Mobile Distribution Operators operate hose carts and intrabase radios.

III. PREVENTIVE MAINTENANCE PERSONNEL (ST0066, N=89) maintain mobile fuel distribution equipment, such as tank trucks and hose carts. Technicians and supervisors comprise the job variations. The members in this job cluster represent 3 percent of the sample, and more than half of them are assigned to either SAC or TAC. This is a more senior group of individuals than the previous two, with an average of 82 months in the service, a predominant grade of E-5 and a majority possessing a 5-skill level. Almost half (47 percent) reported they supervise between one and five other personnel, with an average of 22 percent of their time spent on duties of a supervisory nature. On the average, they perform a moderate amount of tasks (30) in their job, and 65 percent of their time is taken up performing fuel distribution tasks such as the following:

- G227 Perform vehicle checkpoint procedures
- G194 Inspect mobile fuel distribution vehicles
- G179 Annotate AFTO Forms 371 (Operator's Inspection Guide and Trouble Report (Fuel Servicing))
- G178 Annotate AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))
- G220 Perform operator maintenance on tank trucks
- G191 Drain water from tank trucks or semitrailers
- G187 Coordinate mobile refueling vehicle maintenance with base transportation office
- G186 Coordinate mobile refueling vehicle inspections with preventive maintenance
- G182 Complete AF Forms 1994 (Fuel Issue/Defuel Document (DOD))
- G193 Inspect hose carts (H/Cs)

The items of equipment used by most members of this cluster are similar to those listed for Mobile Distribution Operators.

IV. FUEL DISTRIBUTION HYDRANT OPERATORS (ST0153, N=13) perform hot and cold aircraft fueling and defueling operations using Phillips and pantograph hydrant systems. They also maintain the hydrants and pantographs. The 13 members in this independent job type represent less than 1 percent of the total sample, with approximately half assigned to USAFE. Most are first-enlistment personnel (62 percent) and the average time in the service is 46 months. The predominant grades are E-3 and E-4, with most possessing a 5-skill level. They perform a relatively small number of tasks in their job, and most of their time (87 percent) is spent on fuel distribution activities such as the following:

- G203 Operate type IV (Pantograph) hydrant systems
- G206 Perform cold refueling servicing operations
- G195 Inspect pantographs
- G182 Complete AF Forms 1994 (Fuel Issue/Defuel Document (DOD))
- G207 Perform concurrent ground servicing operations
- G180 Annotate AFTO Forms 422 (Filter Separator Pressure Differential Log)
- G217 Perform operator maintenance on pantographs
- G192 Gauge hydrant systems for fuel quantity or temperature
- G209 Perform defueling servicing operations
- G202 Operate type III (Phillips) hydrant systems

V. BULK STORAGE HYDRANT OPERATORS (ST0210, N=22) primarily operate and maintain Pritchard/Modified Pritchard and Panero/Modified Panero hydrant systems. The 22 members in this independent job type represent approximately 1 percent of the total sample with 68 percent assigned to SAC. Approximately half are first-enlistment personnel, and the average time in service is 52 months. The predominant grade is E-4, and 77 percent possess a 5-skill level. They perform a relatively small number of tasks in their job, and 70 percent of their time is spent on fuel distribution activities such as the following:

- G201 Operate type II (Pritchard/Modified Pritchard) hydrant systems
- G222 Perform operator maintenance on type II (Pritchard/Modified Pritchard) hydrant systems
- G192 Gauge hydrant systems for fuel quantity or temperature
- G180 Annotate AFTO Forms 422 (Filter Separator Pressure Differential Log)
- G190 Drain water from hydrant systems
- G184 Complete AF Forms 834 (Record of Fuel Transfers)
- G185 Coordinate hydrant facility maintenance with base civil engineers (BCE)
- G199 Operate hydrants to flush systems

Other significant duties are:

- F143 Complete AFTO Forms 39 (Fuel System Discrepancy and Inspection Record)
- F162 Maintain lateral control pits or outlets

A high percentage reported using the hose cart and the C-300 tank truck in their jobs.

VI. BULK STORAGE AND SERVICE STATION PERSONNEL (ST0050, N=366) operate bulk storage systems to issue, transfer, or receive fuel, as well as work in service stations dispensing fuel. Variations are dependent upon whether

members are assigned to service station, fuel storage, or hydrants sections. Members in the fuel storage section include a group of supervisors. The 366 members of this job cluster represent 13 percent of the sample. Forty-four percent are first-enlistment personnel, and the average time in the service is 68 months. The predominant grade is E-4, and 77 percent possess a 5-skill level. Sixty-five percent of their time is spent performing bulk storage and service station tasks such as the following:

- F168 Operate bulk storage systems to issue fuel
- F172 Operate storage fillstands
- F148 Gauge bulk storage tanks for fuel quantity or temperature
- F169 Operate bulk storage systems to receive or store fuel
- F155 Inspect grounding or bonding cables
- F153 Inspect bulk storage facilities
- F138 Complete AF Forms 1232 (Bulk Fuel Issue/Defuel Summary)
- F170 Operate bulk storage systems to transfer fuel
- F143 Complete AFTO Forms 39 (Fuel System Discrepancy and Inspection Record)
- F139 Complete AF Forms 1233 (Bulk Storage Summary)

A wide range of equipment is used by members of this cluster, with the highest percentages reporting use of the C-300 tank truck, intrabase radios, cryotainer, R-9 Kovatch tank truck, and the purge unit.

VII. FUEL STORAGE, DISTRIBUTION, AND CONTROL CENTER SUPERVISORS (ST0075, N=196) ensure and determine the proper storage and distribution of fuel. As the title of the cluster implies, members are in several functional areas. Variations include shift leaders, NCOICs, and superintendents. The 196 members of this job cluster represent 7 percent of the total sample. Only 15 percent are first-enlistment personnel, and the average time in the service is 10 years. The predominant grade is E-5, half possess a 7-skill level or higher, and 71 percent are supervising other personnel. They have a varied job, with an average of 114 tasks. Fifty-two percent of their time is spent performing bulk storage, service station, fuel distribution, or fuel control center tasks such as the following:

- G182 Complete AF Forms 1994 (Fuel Issue/Defuel Document (DOD))
- F138 Complete AF Forms 1232 (Bulk Fuel Issue/Defuel Summary)
- F155 Inspect grounding or bonding cables
- G180 Annotate AFTO Forms 422 (Filter Separator Pressure Differential Log)
- F157 Inspect issuing or receiving hoses
- F172 Operate storage fillstands
- G178 Annotate AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))
- F143 Complete AFTO Forms 39 (Fuel System Discrepancy and Inspection Record)

They also spend time in the following tasks:

- B44 Supervise Fuel Specialist (AFSC 63150)
- C68 Write APRs
- B23 Counsel personnel on personal or military-related problems
- A15 Plan or schedule work assignments

Most use refueling equipment, such as the C-300 and R-9 Kovatch tank trucks, intrabase radios, and hose carts.

VIII. TECHNICAL SCHOOL INSTRUCTORS (ST0182, N=10) are all located at Chanute AFB IL. The predominant grade is E-5, with half possessing a 5-skill level and half a 7-skill level. Their average time in the service is 97 months. Some of the training tasks they perform are:

- D79 Conduct resident course classroom training
- D73 Administer tests
- D80 Counsel trainees on training progress
- D98 Score tests
- D91 Evaluate progress of trainees
- D94 Maintain training equipment

Other significant tasks are:

- B23 Counsel personnel on personal or military-related problems
- C57 Evaluate personnel for compliance with performance standards
- F143 Complete AFTO Forms 39 (Fuel System Discrepancy and Inspection Record)
- A15 Plan or schedule work assignments

All reported using refueling equipment, such as hose carts and the C-300, R-5, and R-9 Condec tank trucks.

IX. FUEL CONTROLLERS (ST0032, N=303) are responsible for dispatching, directing, and monitoring fuel servicing operations to support the unit mission. All data involving fuel are monitored in the fuel control center. Mobility section controllers and fuel controllers constitute the jobs in this area. The 303 members in this job cluster represent 11 percent of the sample. The predominant grade is E-5, two-thirds possess a 5-skill level, and one-third a 7-skill level. Average time in the service is 93 months. Performing fuel control center duties occupies 69 percent of their time with tasks such as the following:

- I280 Annotate AF Forms 824 (Daily Fuel Request and Servicing Log)
- I290 Dispatch fuel requests
- I303 Maintain servicing clipboards for mobile fueling vehicles
- I288 Direct mobile fueling operations
- I283 Coordinate fuel requirements with maintenance job control
- I304 Maintain Vehicle and Equipment Status Boards
- I289 Direct utilization of fuel equipment
- I305 Monitor fuel servicing operations
- I300 Maintain Minimum Equipment and Facilities Status Boards
- I306 Review flight schedules from maintenance job control

Most use intrabase radios and the C-300 tank truck in their job.

X. MOBILE DISTRIBUTION SUPERVISORS (ST0041, N=271) perform some fuel distribution tasks, but their major tasks center around supervising personnel (91 percent are supervising). Individuals in this cluster vary in their jobs according to the section they are assigned to: mobility distribution, fuel control center, or hydrants. Some variations include fuel superintendents, shift supervisors, fuel operations supervisors, and control center NCOICs. The 271 members in this job cluster represent 10 percent of the sample. This relatively senior group has an average of 163 months in the service, a predominant grade of E-5, and 82 percent possess a 7-skill level or higher (the group includes 14 CEMs). Approximately two-thirds of their time is spent performing supervisory tasks such as the following:

- B44 Supervise Fuel Specialist (AFSC 63150)
- C68 Write APRs
- B23 Counsel personnel on personal or military-related problems
- A15 Plan or schedule work assignments
- C57 Evaluate personnel for compliance with performance standards
- A16 Plan work priorities
- C48 Analyze workload requirements
- B20 Conduct or participate in meetings, such as staff meetings, conferences, or workshops, other than training
- C64 Indorse airman performance reports (APR)
- D95 Maintain training records, charts, or graphs

More than half of the Mobile Distribution Supervisors reported using the C-300, R9 Kovatch, and R-9 Condec tank trucks, intrabase radios, and hose carts.

XI. QUALITY ASSURANCE AND INSPECTION EVALUATORS (ST0186, N=54) inspect the records and work of laboratory and fuel personnel. The 54 members of this independent job type represent 2 percent of the sample. This is the most senior group of the fuel career ladder, with an average of 202 months in the service, a predominant grade of E-7, and 94 percent possessing a 7-skill level or higher. Most are supervising other personnel and almost half of their time is spent on supervisory tasks. Performing quality control and inspection evaluator tasks such as the following consumes more than one-third of their time:

- K367 Conduct spot check inspections of fuel sections
- K363 Conduct quarterly internal inspections of fuel sections
- K364 Conduct safety inspections of fuel sections
- K357 Complete AF Forms 2419 (Routing and Review of Quality Control Reports)
- K358 Complete AF Forms 2420 (Quality Control Inspection Summary)
- K369 Maintain copies of inspection reports on file
- K356 Brief fuel section supervisors or outside agencies on inspection findings
- K368 Distribute inspection reports
- K360 Conduct crossfeed inspections of fuel sections
- K372 Schedule internal inspections of fuel sections

XII. ADMINISTRATIVE ADVISORS (ST0030, N=37) review forms filled out by members in the operational side, maintain publications, and implement policy. Job variations encompass command fuel managers and accounting and administrative supervisors. The 37 members of this job cluster represent 1 percent of the sample. They constitute the second most senior group identified by the survey, with an average of 171 months in the service, a predominant grade of E-6, and 95 percent possessing a 7-skill level or higher (the group includes four CEMs). Forty-three percent are supervising other personnel, and 62 percent of their time is spent on supervisory duties such as the following:

- B20 Conduct or participate in meetings, such as staff meetings, conferences, or workshops, other than training
- C72 Write staff studies, surveys, or special reports, other than training reports
- B41 Maintain classified material
- B40 Interpret policies, directives, or procedures for subordinates

Performing fuel administrative or materiel control tasks, such as the following, takes up 28 percent of their time:

- E130 Prepare correspondence
- E123 Distribute correspondence, reports, or publications
- E129 Post changes to publications
- E125 Maintain publication files, other than TO files
- E124 Maintain organizational directive or technical order (TO) files
- E133 Review publication bulletins and indexes

XIII. FUEL TRAINING NCOs (ST0035, N=90) provide OJT to personnel coming into the unit and often act as property custodians. The jobs include mobile distribution trainers and materiel and mobility support trainers. The 90 members of this job cluster present 3 percent of the total sample, and their average time in the service is almost 10 years. The predominant grade is E-5 and 63 percent possess a 7-skill level. More than one-third of their time is spent on training tasks such as the following:

- D70 Schedule training
- D91 Evaluate progress of trainees
- D95 Maintain training records, charts, and graphs
- D80 Counsel trainees on training progress

Performing supervisory, fuel administrative, and materiel control tasks, such as the following, also occupies more than one-third of their time:

- E132 Review property custody authorization/custody receipt listings (CA/CRL)
- E111 Complete AF Forms 2005 (Issue/Turn in Request)
- E122 Coordinate supply or equipment transaction with base supply
- E106 Annotate AF Forms 2413 (Supply Control Log)
- B20 Conduct or participate in meetings, such as staff meetings, conferences, or workshops, other than training
- E108 Brief fuel management personnel on unit supply situation

XIV. CRYOGENIC AND STORAGE PERSONNEL (ST0134, N=87) work with liquid oxygen and nitrogen for aircrew breathing and aircraft strut systems. Jobs encompass supervisors and operators. Eighty-five percent are assigned outside CONUS, with almost half assigned to USAFE. The predominant grade is E-4, 68 percent possess a 5-skill level, and one-third are first-enlistment personnel. Almost two-thirds of their time is spent performing cryogenics production or storage tasks such as the following:

- L383 Issue cryogenic products
- L385 Maintain cryogenic storage areas
- L394 Perform odor or particulate tests on LOX

- L384 Maintain cryogenic safety equipment
- L387 Maintain cryotainers
- L375 Complete AFTO Forms 244 (Industrial/Support Equipment Record)
- L386 Maintain cryogenic support equipment
- L373 Annotate AFTO Forms 134 (Aviator Breathing Oxygen Servicing Trailer Log (Liquid/Gaseous))
- L382 Inventory cryogenic products or equipment
- L397 Perform operator maintenance on cryotainers

Cryogenic equipment used includes the vacuum gauge, purge unit, cryotainer, vacuum pump, and cryogenic sampler.

XV. FUEL ACCOUNTING PERSONNEL (ST0055, N=161) maintain records of fuel, including receipts, issues, and amounts currently in storage. Jobs include fuel accountants and accounting section NCOICs. This is a recently computerized function. The 161 members of this job cluster represent 6 percent of the sample. The predominant grade is E-4, 62 percent possess a 5-skill level, and the average time in the service is 73 months. Much of their time (68 percent) is spent performing fuel accounting tasks such as the following:

- H274 Operate automated data processing equipment
- H270 Maintain document control files
- H268 File daily or monthly listings
- H269 Investigate fuel gains or losses
- H235 Audit Daily Fuel Transaction Registers (D06)
- H251 Complete inventory forms for ground products
- H271 Monitor computer rejects, management notices, or delinquent document suspenses
- H232 Audit Daily Fuel Management Data Reports (D05)
- H248 Complete inventory forms for aviation products
- H258 Complete receiving forms for ground products

XVI. FUEL LABORATORY PERSONNEL (ST0077, N=147) test the quality of fuel. Lab technicians and fuel lab NCOICs comprise the job variations. The 147 members of this job cluster represent 5 percent of the total sample. The predominant grades are E-4 and E-5, 68 percent possess a 5-skill level, and the average time in the service is 74 months. Performing QCI laboratory tasks, such as the following, occupies 71 percent of their time:

- J321 Draw petroleum samples using Inline samplers
- J311 Complete AFTO Forms 150 (Base Fuel Sampling and Testing Record)
- J349 Perform total solid sediment tests using single-filter weight monitor
- J330 Perform Aeronautical Engineering Laboratory (AEL) water tests

- J355 Visually inspect fuel samples for water, color, or contaminants
- J346 Perform time filtrations
- J345 Perform refractometer tests to determine FSII content
- J335 Perform conductivity tests by EMCEE meter
- J352 Prepare laboratory samples for testing
- J347 Perform total solid sediment tests using bottle methods

Significant numbers of these personnel reported use of the cryogenic sampler, C-300 and R-9 Kovatch tank trucks, intrabase radios, and hose carts.

XVII. MOBILITY SUPPORT PERSONNEL (ST0230, N=12) are mostly assigned to SAC and provide fuel support necessary for mobility. The predominant grade among the members of this independent job type is E-4, 75 percent possess a 5-skill level, and the average time in the service is 77 months. They perform relatively few tasks in their job, and 67 percent of their time is spent on mobility and support activities such as the following:

- M409 Inspect Air Transportable Hydrant Refueling System (ATHRS) equipment
- M413 Operate ATHRS equipment
- M422 Set up or dismantle ATHRS
- M410 Inspect PMU-27M
- M419 Perform operator maintenance on ATHRS
- M420 Perform operator maintenance on PMU-27M
- M408 Inspect Aerial Bulk Fuel Dispensing System (ABFDS) equipment
- M421 Set up or dismantle ABFDS
- M415 Pack or crate ATHRS
- M412 Operate ABFDS equipment

All members reported using the R-14 ATHRS, R-22 ATHRS, and PMU-27M trailer and most the R-25 ATHRS, ABFDS, and air transportable cryogenic tank.

Comparison To Previous Survey

Table 6 compares the distribution of career ladder members in both the 1981 AFSC 631X0 survey sample and the present AFSC 631X0 sample. Eighty-eight percent of the 1981 survey respondents grouped into jobs, while about 96 percent of the members in the 1989 survey were grouped. Several changes have occurred in the career ladder since the last report; the Liquid Fuel System Maintenance career ladder (AFSC 545X0) was merged in 1980 with the Fuel career ladder to handle cryogenic products (liquid oxygen and nitrogen). Therefore, the cluster of Cryogenic Personnel includes former AFSC 545X0 personnel as well as unconverted Fuel Specialists who had been working with some cryogenic materials (mostly liquid oxygen) before the merger. There were several more clusters and independent job types in the present survey than

TABLE 6

COMPARISON OF 1981 OSR JOBS WITH PRESENT OSR JOBS

CURRENT SURVEY JOBS	PERCENT OF SAMPLE	PREVIOUS SURVEY JOBS	PERCENT OF SAMPLE
ATC FUEL PERSONNEL	1	MOBILE DIST SYSTEMS OPERATOR	29
MOBILE DISTRIBUTION OPERATORS	28		
FUEL DISTRIBUTION HYDRANT OPERATORS	*		
PREVENTIVE MAINTENANCE PERSONNEL	3	PREVENTIVE MAINTENANCE AND DIST NCOs	3
BULK STORAGE HYDRANT OPERATORS	1	DIST AND STORAGE SYSTEMS OPERATORS	6
BULK STORAGE AND SERVICE STATION PERSONNEL	13	FUEL STORAGE OPERATOR SERVICE STATION OPERATORS	10 1
FUEL STORAGE, DISTRIBUTION, AND CONTROL CENTER SUPERVISORS	7	FUEL DIST AND CONTROL UNIT SUPERVISORS FUEL STORAGE SUPERVISORS	8 4
TECHNICAL SCHOOL INSTRUCTORS	*	TECHNICAL SCHOOL INSTRUCTORS	*
FUEL CONTROLLERS	11	FUEL CONTROLLERS	2
MOBILE DISTRIBUTION SUPERVISORS	10	FUEL DIST AND CONTROL UNIT SUPERVISORS	8
QUALITY ASSURANCE AND INSPECTION EVALUATORS	2	QUALITY CONTROL TECHNICIANS-SUPERVISORS	11
ADMINISTRATIVE ADVISORS	1	FUEL OPERATIONS SUPERVISORS	9
FUEL TRAINING NCOs	3	FUEL TRAINING NCOs	2
CRYOGENIC PERSONNEL	3	LIQUID OXYGEN STORAGE PERSONNEL	1
FUEL ACCOUNTANTS	6	FUEL ACCOUNTING PERSONNEL	8
FUEL LABORATORY PERSONNEL	5	QUALITY CONTROL LABORATORY PERSONNEL	5
MOBILITY SUPPORT PERSONNEL	*	NONE	-

* Indicates less than 1 percent

were represented in the 1981 survey. Some of these jobs, including ATC Fuel Personnel, Fuel Distribution Hydrant Operators, and Bulk Storage Hydrant Operators, were included with Mobile Distribution Operators in the 1981 study. Separate groups of supervisors in the 1981 survey combined into one group for this survey, including Fuel Storage, Distribution, and Control Center Supervisors. The present survey also combined Bulk Storage and Service Station Personnel into one cluster; these had previously been separated in 1981. One group, Mobility Support Personnel, was not represented in the old survey, but formed a small independent job type in this study.

ANALYSIS OF DAFSC GROUPS

An analysis of duty AFSC groups is useful in identifying the tasks performed by the different skill levels. The distinctions made between DAFSCs are helpful for reviewing and assessing the completeness and accuracy of the AFR 39-1 Specialty Descriptions, the Specialty Training Standard (STS), and the Plan of Instruction (POI), as well as identifying training needs.

The average percent of time spent performing duties by each skill level appears in Table 7. Table 8 shows the distribution of skill level personnel across the specialty jobs. Since there are very few differences between tasks performed by the 3- and 5- skill levels, these groups were combined. As can be seen by Table 7, there is a clear career ladder progression from the 3- and 5-skill level personnel, who are performing technical tasks such as fuel distribution tasks and bulk storage or service station tasks, to the 9-skill level and CEM personnel, who spend the majority of their time in supervisory and managerial tasks, such as organizing, planning, inspecting, evaluating, directing, and implementing fuel procedures and policies. This is also reflected in job progression, as personnel move from the 3- and 5-skill level jobs of Mobile Distribution Operators or Bulk Storage and Service Station Personnel to the jobs of Mobile Distribution Supervisors and Administrative Advisors at the 9-skill and CEM levels. Approximately one-third of all the skill levels are stationed overseas.

Skill-Level Descriptions

DAFSC 63130/63150. Fifty-six percent of these skill levels are Mobile Distribution Operators or Bulk Storage and Service Station Personnel, and the tasks performed are reflective of these jobs: 63 percent of their time is spent performing bulk storage, service station, or fuel distribution tasks. A list of representative tasks is shown in Table 9. Almost 50 percent are assigned to a Mobile Distribution Section, and 63 percent are in a squadron level job. TAC and SAC utilize 45 percent of these skill levels, and approximately one-third (36 percent) are stationed overseas. Almost all (94 percent) have completed the basic 3-skill level resident course, and 81 percent have finished the 5-skill level Career Development Course (CDC). Very few are

TABLE 7

AVERAGE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS
(PERCENT MEMBERS RESPONDING)

DUTIES	63130/ 63150 (N=1,908)	63170 (N=751)	63190 (N=62)	63100 (N=21)
A ORGANIZING AND PLANNING	1	9	17	22
B DIRECTING AND IMPLEMENTING	3	13	21	22
C INSPECTING AND EVALUATING	1	11	26	33
D TRAINING	3	10	7	8
E PERFORMING FUEL ADMINISTRATIVE OR MATERIEL CONTROL TASKS	2	6	5	7
F PERFORMING BULK STORAGE OR SERVICE STATION TASKS	23	10	2	1
G PERFORMING FUEL DISTRIBUTION TASKS	40	12	4	2
H PERFORMING FUEL ACCOUNTING TASKS	6	6	4	2
I PERFORMING FUEL CONTROL CENTER (FCC) TASKS	10	12	3	1
J PERFORMING QUALITY CONTROL AND INSPECTION (QCI) LABORATORY TASKS	5	5	2	0
K PERFORMING QUALITY CONTROL AND INSPECTION (QCI) EVALUATOR TASKS	*	3	7	2
L PERFORMING CRYOGENICS PRODUCTION OR STORAGE TASKS	5	2	1	0
M PERFORMING MOBILITY AND SUPPORT TASKS	2	1	1	1

* Indicates less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 8

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS)

JOB CLUSTERS OR INDEPENDENT JOB TYPES	63130/ 63150 (N=1,908)		63170 (N=751)	63190 (N=62)	63100 (N=21)
ST0169 ATC FUEL PERSONNEL	1		0	0	0
ST0057 MOBILE DISTRIBUTION OPERATORS	40		1	0	0
ST0066 PREVENTIVE MAINTENANCE PERSONNEL	3		4	0	0
ST0153 FUEL DISTRIBUTION HYDRANT OPERATORS	1		*	0	0
ST0210 BULK STORAGE HYDRANT OPERATORS	1		*	0	0
ST0050 BULK STORAGE AND SERVICE STATION PERSONNEL	16		7	0	0
ST0075 FUEL STORAGE, DISTRIBUTION, AND CONTROL CENTER SUPERVISORS	5		12	6	10
ST0182 TECHNICAL SCHOOL INSTRUCTORS	*		1	0	0
ST0032 FUEL CONTROLLERS	10		14	0	0
ST0041 MOBILE DISTRIBUTION SUPERVISORS	3		23	61	67
ST0186 QUALITY ASSURANCE AND INSPECTION EVALUATORS	*		6	11	0
ST0030 ADMINISTRATIVE ADVISORS	*		3	8	19
ST0035 FUEL TRAINING NCOs	2		6	0	0
ST0134 CRYOGENIC AND STORAGE PERSONNEL	3		3	3	0
ST0055 FUEL ACCOUNTING PERSONNEL	6		7	0	0
ST0077 FUEL LABORATORY PERSONNEL	5		6	0	0
ST0230 MOBILITY SUPPORT PERSONNEL	*		*	0	0
NOT GROUPED	3		4	10	5

* Indicates less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY COMBINED DAFSC 63130 AND 63150 AIRMEN
(PERCENT MEMBERS PERFORMING)
(N=1,908)

TASK	PERCENT MEMBERS PERFORMING
G182 COMPLETE AF FORMS 1994 (FUEL ISSUE/DEFUEL DOCUMENT (DOD))	71
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	65
G183 COMPLETE AF FORMS 1995 (FUEL ISSUE/DEFUEL DOCUMENT (NON-DOD))	62
G209 PERFORM DEFUELING SERVICING OPERATIONS	58
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	56
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	52
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	50
G194 INSPECT MOBILE FUEL DISTRIBUTION VEHICLES	45
F155 INSPECT GROUNDING OR BONDING CABLES	45
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	44
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	42
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	41
F177 PERFORM RETURN-TO-BULK OPERATIONS USING MOBILE REFUELING VEHICLES	40

supervising (19 percent), and they average 47 months in the career ladder. Equipment used by at least 30 percent of these skill levels include the C-300, R-5, R-9 Condec, and R-9 Kovatch tank trucks, hose cart, and intrabase radios.

AFSC 63170. The members who possess this skill level spend 43 percent of their time in supervisory and managerial tasks. Twenty-three percent are Mobile Distribution Supervisors, 14 percent are Fuel Controllers, and 12 percent are Fuel Storage, Distribution, and Control Center Supervisors. In addition, a higher percentage of 7-skill level members than any other are Fuel Training NCOs (6 percent). Table 10 lists representative tasks performed by this skill level, and Table 13 contrasts these members with the 3-/5-skill level personnel. Approximately three-fourths (78 percent) are supervising. The average amount of time in the career ladder for this group is 142 months. Like the 3- and 5-skill level personnel, almost half (46 percent) are assigned to TAC and SAC, and 66 percent work at the squadron level. Less 7-skill level personnel than 3-/5-skill members have completed the resident 3-skill level course (83 percent), but more (90 percent) have finished the 5-skill level CDC. In addition, half (47 percent) have finished the ATHRS course, and 37 percent have attended the resident 5-skill level Fuel Quality Control Specialist course. The equipment these members use is the same as the DAFSC 63130/63150 group.

DAFSC 63190. This skill level has progressed to spending more time (64 percent) in managerial and supervisory tasks than 7-skill level personnel. Table 14 shows which tasks best differentiate between 7- and 9-skill level personnel. Members have the highest percent time spent performing quality control and inspection evaluator tasks (7 percent). Table 11 lists representative tasks performed by DAFSC 63190 personnel. Sixty-one percent are Mobility Distribution Supervisors, and one-tenth are Mobility Support Personnel. Eleven percent are Quality Assurance and Inspection Evaluators. Approximately three-fourths (77 percent) are supervising, and they have an average time in the career ladder of 214 months. Half work at the squadron level, while 34 percent are in wing or MAJCOM level jobs. While only 77 percent have attended the basic resident course, 71 percent have either completed the 5-skill level Fuel Quality Control Specialist or the 9-skill level Petroleum Logistics Management course. Half have accomplished the ATHRS course. Members in this group use the PMU-27M trailer, the C-300, R-9 Condec, and R-9 Kovatch tank trucks, hose cart, and intrabase radio. Although 71 percent of Cryogenic and Storage Personnel are 3-/5-skill level members, approximately 31 percent of DAFSC 63190 individuals also use cryogenic equipment; namely, the cryogenic sampler, vacuum pump, and vacuum gauge.

DAFSC 63100. This group is the smallest and comprises 21 members. They are widespread and are primarily in superintendent positions, establishing policy and developing fuel, fuel support, and mobility plans. Tasks commonly performed by members are listed in Table 12 and those differentiating 9-skill and CEM level personnel are shown in Table 15. CEM members are Mobile Distribution Supervisors, Administrative Advisors, and Fuel Storage, Distribution, and Control Center Supervisors. Seventeen of the members are supervising.

TABLE 10
 REPRESENTATIVE TASKS PERFORMED BY DAFSC 63170 AIRMEN
 (PERCENT MEMBERS PERFORMING)
 (N=751)

TASK	PERCENT MEMBERS PERFORMING
C68 WRITE APRs	80
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	77
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	72
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	68
A16 PLAN WORK PRIORITIES	62
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	62
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	58
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	53
B21 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	53
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	50
D77 CONDUCT OJT	46
C48 ANALYZE WORKLOAD REQUIREMENTS	45
D91 EVALUATE PROGRESS OF TRAINEES	45
D90 EVALUATE PERSONNEL FOR TRAINING NEEDS	45
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	43
A14 ESTABLISH WORK METHODS OR CONTROLS	43
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	41

TABLE 11
 REPRESENTATIVE TASKS PERFORMED BY DAFSC 63190 AIRMEN
 (PERCENT MEMBERS PERFORMING)
 (N=62)

TASK	PERCENT MEMBERS PERFORMING
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	94
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	84
C68 WRITE APRs	82
C48 ANALYZE WORKLOAD REQUIREMENTS	77
B46 SUPERVISE FUEL SUPERVISOR (AFSC 63170)	77
C55 EVALUATE INSPECTION REPORT FINDINGS	77
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	77
C64 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	76
A16 PLAN WORK PRIORITIES	74
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	73
A3 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	69
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	68
B21 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	66
A17 SCHEDULE PERSONNEL FOR TEMPORARY DUTY (TDY), LEAVE, OR PASSES	66
A10 ESTABLISH ORGANIZATIONAL POLICIES	65
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	63
C70 WRITE OPERATING INSTRUCTIONS (OI)	63
C60 EVALUATE SUGGESTIONS	61
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	60
A14 ESTABLISH WORK METHODS OR CONTROLS	60
C66 INVESTIGATE ACCIDENTS OR INCIDENTS	60
C54 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	56
C63 EVALUATE WORK SCHEDULES	55
C56 EVALUATE MAINTENANCE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	55
A2 ASSIGN SPONSORS FOR NEW PERSONNEL	55
A5 DEVELOP FUEL SUPPORT PLANS	53
A8 DEVELOP WORKING AGREEMENTS WITH USER MAINTENANCE OR COMMUNICATIONS ORGANIZATIONS	53
C72 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	52
C58 EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	52

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY DAFSC 63100 AIRMEN
(PERCENT MEMBERS PERFORMING)
(N=21)

TASK	PERCENT MEMBERS PERFORMING
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	95
A3 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	90
A5 DEVELOP FUEL SUPPORT PLANS	90
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	90
C72 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	86
A10 ESTABLISH ORGANIZATIONAL POLICIES	86
C55 EVALUATE INSPECTION REPORT FINDINGS	86
B19 CONDUCT AWARD OR RECOGNITION PROGRAMS	86
C54 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	86
C70 WRITE OPERATING INSTRUCTIONS (OI)	86
C64 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	81
C68 WRITE APRs	81
C48 ANALYZE WORKLOAD REQUIREMENTS	81
C61 EVALUATE UNIT DEPLOYMENT OR MOBILITY PLANS	81
C52 EVALUATE BUDGET REQUIREMENTS	81
C53 EVALUATE ENVIRONMENTAL IMPACT OF STORAGE OR DISTRIBUTION OPERATIONS	81
A4 DEVELOP ENERGY OR FUEL CONSERVATION PROGRAMS	81
C60 EVALUATE SUGGESTIONS	81
B46 SUPERVISE FUEL SUPERVISOR (AFSC 63170)	76
B21 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	76
A8 DEVELOP WORKING AGREEMENTS WITH USER MAINTENANCE OR COMMUNICATIONS ORGANIZATIONS	76
A18 WRITE JOB DESCRIPTIONS	76
A16 PLAN WORK PRIORITIES	71
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	71
C66 INVESTIGATE ACCIDENTS OR INCIDENTS	71
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	71
C50 EVALUATE ADMINISTRATIVE PROCEDURES	71
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	67
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	62
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	62
C59 EVALUATE QUALITY ASSURANCE EFFECTIVENESS (QAE) PROGRAMS	62

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 63130/63150 AND 63170 PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	63150 (N=1,908)	63130/ 63170 (N=751)
G182 COMPLETE AF FORMS 1994 (FUEL ISSUE/DEFUEL DOCUMENT (DOD))	71	36
G209 PERFORM DEFUELING SERVICING OPERATIONS	58	25
G183 COMPLETE AF FORMS 1995 (FUEL ISSUE/DEFUEL DOCUMENT (NON-DOD))	62	30
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	65	37
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	52	24
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	42	16
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	56	30
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	41	18
F177 PERFORM RETURN-TO-BULK OPERATIONS USING MOBILE REFUELING VEHICLES	40	20

C68 WRITE APRs	20	80
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	21	77
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	15	68
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	20	72
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	13	62
A16 PLAN WORK PRIORITIES	16	62
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	12	58
B21 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	9	53
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	9	50
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	14	53
C48 ANALYZE WORKLOAD REQUIREMENTS	8	45
A17 SCHEDULE PERSONNEL FOR TEMPORARY DUTY (TDY), LEAVES, OR PASSES	6	41
A14 ESTABLISH WORK METHODS OR CONTROLS	9	43
D90 EVALUATE PERSONNEL FOR TRAINING NEEDS	11	45
C63 EVALUATE WORK SCHEDULES	5	38
A3 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	7	39
C55 EVALUATE INSPECTION REPORT FINDINGS	6	38
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	6	37
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	9	41
C64 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	5	36
D91 EVALUATE PROGRESS OF TRAINEES	14	45

TABLE 14

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 63170 AND 63190 PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS	63170 (N=751)	63190 (N=62)
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	72	34
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	37	5
G182 COMPLETE AF FORMS 1994 (FUEL ISSUE/DEFUEL DOCUMENT (DOD))	36	5
D77 CONDUCT OJT	46	15
G183 COMPLETE AF FORMS 1995 (FUEL ISSUE/DEFUEL DOCUMENT (NON-DOD))	30	3
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	30	5
B42 SUPERVISE APPRENTICE FUEL SPECIALIST (AFSC 6313C)	35	10
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	32	8

A10 ESTABLISH ORGANIZATIONAL POLICIES	15	65
C60 EVALUATE SUGGESTIONS	16	61
B46 SUPERVISE FUEL SUPERVISOR (AFSC 63170)	33	77
C72 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	12	52
C64 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	36	76
C55 EVALUATE INSPECTION REPORT FINDINGS	38	77
A5 DEVELOP FUEL SUPPORT PLANS	16	53
C66 INVESTIGATE ACCIDENTS OR INCIDENTS	23	60
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	37	73
A2 ASSIGN SPONSORS FOR NEW PERSONNEL	20	55
A8 DEVELOP WORKING AGREEMENTS WITH USER MAINTENANCE OR COMMUNICATIONS ORGANIZATIONS	20	53
C50 EVALUATE ADMINISTRATIVE PROCEDURES	14	47
C48 ANALYZE WORKLOAD REQUIREMENTS	45	77
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	62	94
C70 WRITE OPERATING INSTRUCTIONS (OI)	32	63
C61 EVALUATE UNIT DEPLOYMENT OR MOBILITY PLANS	11	42
A3 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	39	69
C54 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	26	56
C52 EVALUATE BUDGET REQUIREMENTS	9	39

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 63190 AND 63100 PERSONNEL
(PERCENT MEMBERS RESPONDING)

TASKS		63190 (N=62)	63100 (N=21)
B45	SUPERVISE FUEL SUPERINTENDENT (AFSC 63190)	8	52
C52	EVALUATE BUDGET REQUIREMENTS	39	81
A4	DEVELOP ENERGY OR FUEL CONSERVATION PROGRAMS	39	81
B19	CONDUCT AWARD OR RECOGNITION PROGRAMS	45	86
C61	EVALUATE UNIT DEPLOYMENT OR MOBILITY PLANS	42	81
C53	EVALUATE ENVIRONMENTAL IMPACT OF STORAGE OR DISTRIBUTION OPERATIONS	42	81
A5	DEVELOP FUEL SUPPORT PLANS	53	90
C72	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	52	86
A18	WRITE JOB DESCRIPTIONS	45	76
D87	DIRECT OR IMPLEMENT TRAINING PROGRAMS, OTHER THAN OJT	8	38
B30	IMPLEMENT COST-REDUCTION PROGRAMS	32	62
C54	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	56	86
C51	EVALUATE AUDIT PROCEDURES	26	52

Only 10 members have completed the 3-skill level resident course, and 13 have completed the 5-skill level CDC. In addition, 13 completed the ATHRS course. This group averages 257 months in the career ladder. The equipment used by at least 30 percent (six) of the members include the PMU-27M trailer, the C-300 and R-9 Kovatch tank trucks, hosecart, intrabase radio, air transportable cryogenic storage tank, cryogenic sampler, cryotainer, purge unit, vacuum gauge, and vacuum pump.

AFR 39-1 SPECIALTY DESCRIPTION ANALYSIS

Specialty Descriptions are used to give a broad overview of the duties of a career ladder at the different skill levels. AFR 39-1 documents were reviewed for DAFSC 63110/30/50, DAFSC 63170, and DAFSC 63190/00 (all dated 1 February 88). All accurately reflect the jobs at each skill level; AFSC 63110/30/50 specialists distribute and store fuel, while 7-skill level technicians plan, schedule, and inspect fuel distribution and storage activities. DAFSC 63190/00 members organize, direct, and evaluate the activities of the fuel career ladder.

TRAINING ANALYSIS

Occupational survey data provide one of several sources of information which can be used to make training programs more relevant and meaningful to students. The four most commonly used types of occupational survey information are: (1) the percent of first-enlistment personnel performing tasks covered in the job inventory, (2) ratings of relative difficulty of tasks (TD), (3) the ratings of relative training emphasis (TE) placed on tasks for first-enlistment training, and (4) Automated Training Indicators (ATIs).

These data can be used to examine training documents such as the Specialty Training Standard (STS) and the Plan of Instruction (POI). To aid in the review of the 631X0 STS and POI, technical school personnel at Chanute Technical Training Center matched job inventory tasks to appropriate sections of the STS and POI. Comparisons to the training documents were made using these matches with a complete computer listing displaying percent members performing tasks, TE ratings, and TD ratings for each task. The STS and POI matches, along with other detailed computer products, are forwarded to the technical school for further evaluation of the training documents.

Training Emphasis, Task Difficulty, and Automated Training Indicators

Training Emphasis and Task Difficulty ratings are factors that can assist technical school personnel in deciding what tasks should be emphasized in entry-level training. TE ratings provided by career ladder subject-matter

experts yielded an average rating of 3.44, with a standard deviation of 2.05. Therefore, tasks having a rating of 5.49 (average TE + 1 standard deviation) or higher should be strongly considered for structured training. TD ratings were adjusted so that the average difficulty rating was 5.00, with a standard deviation of 1.00. Tasks with ratings of 3.00 or better are perceived as difficult enough to warrant consideration for centralized training. Table 16 lists those tasks rated highest in task difficulty, and Table 17 indicates tasks performed by first-termers that have a high training emphasis. For a complete discussion of TE and TD, please refer back to the Task Factor Administration section of this report.

Automatic Training Indicators (ATIs) provide a guideline for training decisions with an objective, categorical training decision indicator value for a task derived from considerations of percent of members performing, TE and TD ratings, and existing constraints such as criticality and safety. Atch 1, ATCR 52-22, has the guidelines for developing the ATI values as well as the training decision connected to those values.

Note that tasks receiving high ratings in both TE and TD, accompanied by moderate to high percentages of members performing (30 percent or better) in the first-enlistment group, may justify resident training. ATIs help identify these tasks. While reviewing this section of the report, note that training decisions are not only weighed against these four factors, but also take into account command concerns, safety standards, and the importance of the task.

First-Enlistment Personnel

Since first-enlistment personnel are the target group for basic resident training programs (i.e., the 63130 course at Chanute), an analysis of the tasks this group performs can help training personnel develop or review training programs. Other data that can be used are the equipment lists and functional work areas. Task difficulty ratings and training emphasis ratings show what experienced NCOs consider to be difficult tasks to learn and tasks important to train.

One thousand and fifty-nine individuals (39 percent of the sample) are in their first enlistment. Almost all (95 percent) have completed the 3ABR 63130 000 Fuel Specialist course in residence, and 76 percent the 5-level CDC. Sixty-one percent are stationed in the CONUS and the same percentage work at the squadron level. First-termers spend an average of 52 percent of their time performing fuel distribution duties and 25 percent of their time on bulk storage or service station tasks. Figure 2 shows the distribution of first-termers across career ladder jobs. Fifty-seven percent are Mobile Distribution Operators, while 15 percent are Bulk Storage and Service Station personnel. Table 19 shows tasks which are representative of those performed by first-enlistment personnel. Significant percentages of first-termers are using the C-300 and R-9 tank trucks, hose carts, and intrabase radios. Table 18 shows the percent of time spent in duties by first-termers and other TAFMS groups, and Table 20 gives more details of the equipment used by first-termers.

TABLE 16
EXAMPLES OF TASKS RATED HIGH IN TASK DIFFICULTY

TASKS		TSK DIF*	PERCENT PERFORMING		
			1ST ENL	5- LVL	7- LVL
A5	DEVELOP FUEL SUPPORT PLANS	8.18	2	4	16
A9	DRAFT BUDGET REQUIREMENTS	7.69	2	2	10
C72	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	7.60	1	2	12
C52	EVALUATE BUDGET REQUIREMENTS	7.60	1	2	9
H255	COMPLETE PETROLEUM DAMAGE OR DEFICIENCY (REPOL) REPORTS	7.33	4	5	12
B33	IMPLEMENT FRAGMENTARY ORDERS (FRAG ORD)	7.17	1	2	3
C51	EVALUATE AUDIT PROCEDURES	7.09	1	2	7
C49	CONDUCT STAFF ASSISTANCE VISITS	7.03	2	2	8
C61	EVALUATE UNIT DEPLOYMENT OR MOBILITY PLANS	7.01	1	2	11
C69	WRITE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	7.00	1	1	11
B36	IMPLEMENT QUALITY ASSURANCE EFFECTIVENESS (QAE) PROGRAMS	6.94	2	4	14
H242	COMPLETE AF FORMS 761 (BULK FUEL PEACETIME OPERATING STOCK (POS) COMPUTATION)	6.93	3	4	7
D83	DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS	6.93	1	1	3
M421	SET UP OR DISMANTLE ABFD'S	6.91	1	2	2
C70	WRITE OPERATING INSTRUCTIONS (OI)	6.87	1	5	32
C71	WRITE PROFICIENCY EVALUATION GUIDES	6.82	1	2	15
A4	DEVELOP ENERGY OR FUEL CONSERVATION PROGRAMS	6.82	2	3	14
M422	SET UP OR DISMANTLE ATHRS	6.81	2	2	3
L393	PERFORM CRYOGENIC PLANT LIQUID PRODUCTION OPERATIONS	6.80	3	3	3
C62	EVALUATE UNIT DISASTER PREPAREDNESS PLANS	6.76	1	2	10
H241	COMPLETE AF FORMS 759 (BULK FUEL STORAGE COMPUTATION)	6.75	3	4	7
C53	EVALUATE ENVIRONMENTAL IMPACT OF STORAGE OR DISTRIBUTION OPERATIONS	6.75	1	2	15

*Task Difficulty average is 5.0, with a standard deviation of 1.0

TABLE 17

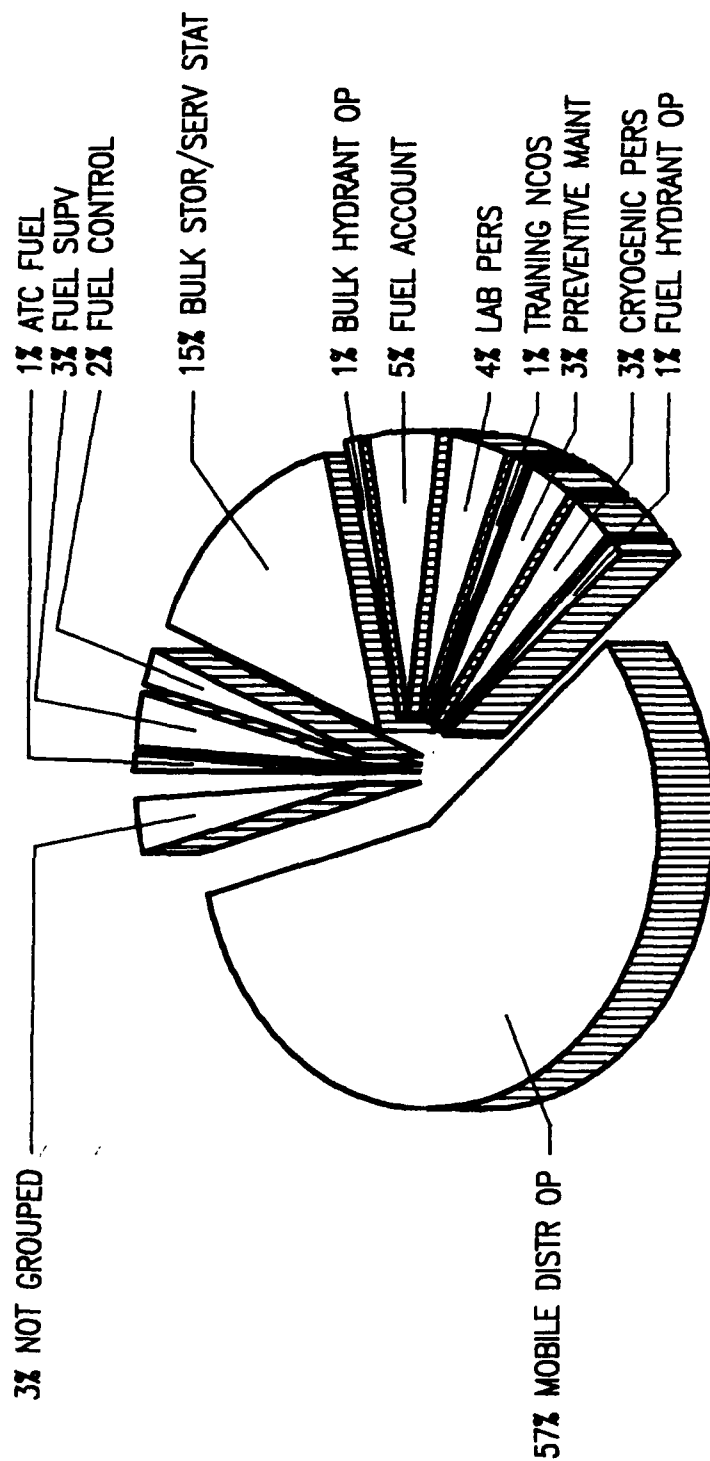
EXAMPLES OF TASKS RATED HIGH IN TRAINING EMPHASIS

TASKS	TNG EMP*	PCT 1ST ENL	TSK DIF**
G209 PERFORM DEFUELING SERVICING OPERATIONS	7.76	68	4.99
G182 COMPLETE AF FORMS 1994 (FUEL ISSUE/DEFUEL DOCUMENT (DOD))	7.69	80	3.36
G183 COMPLETE AF FORMS 1995 (FUEL ISSUE/DEFUEL DOCUMENT (NON-DOD))	7.66	72	3.98
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	7.48	54	4.84
F153 INSPECT BULK STORAGE FACILITIES	7.39	25	5.15
F169 OPERATE BULK STORAGE SYSTEMS TO RECEIVE OR STORE FUEL	7.37	26	4.33
F148 GAUGE BULK STORAGE TANKS FOR FUEL QUANTITY OR TEMPERATURE	7.34	31	3.30
F170 OPERATE BULK STORAGE SYSTEMS TO TRANSFER FUEL	7.30	23	4.37
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	7.30	62	4.50
F155 INSPECT GROUNDING OR BONDING CABLES	7.27	50	3.03
G194 INSPECT MOBILE FUEL DISTRIBUTION VEHICLES	7.25	54	4.59
F172 OPERATE STORAGE FILLSTANDS	7.24	40	3.69
F168 OPERATE BULK STORAGE SYSTEMS TO ISSUE FUEL	7.22	33	4.23
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	7.19	40	3.99
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	7.19	73	2.28
F149 GAUGE FUEL SHIPMENTS FOR WATER	7.18	19	2.98
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	7.18	50	5.56
F157 INSPECT ISSUING OR RECEIVING HOSES	7.12	43	3.59
F152 GROUND OR BOND TANK TRUCKS OR SEMITRAILERS	7.09	33	2.56
F147 DRAIN WATER FROM BULK STORAGE TANKS	7.06	21	3.12
F140 COMPLETE AF FORMS 1235 (PHYSICAL INVENTORY (FUEL/MISSILE PROPELLANTS))	7.03	24	3.62
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	7.03	54	3.01

* The Training Emphasis average is 3.44, with a standard deviation of 2.05

** The Task Difficulty average is 5.0, with a standard deviation of 1.0

AFSC 631X0 FIRST ENLISTMENT JOBS



Less than 1 percent:
 Tech School Instr
 Mobile Dist Supv
 Admin Advisors
 Mobility Support

Figure 2

TABLE 18
AVERAGE PERCENT TIME SPENT ON DUTIES BY TAFMS GROUPS
(MEMBERS RESPONDING)**

DUTY		1-24 MOS TAFMS (N=564)	1-48 MOS TAFMS (N=1,059)	49-96 MOS TAFMS (N=805)	97 MOS TAFMS (N=875)
A	ORGANIZING AND PLANNING	*	*	3	9
B	DIRECTING AND IMPLEMENTING	1	1	5	14
C	INSPECTING AND EVALUATING	*	*	3	12
D	TRAINING	1	1	5	9
E	PERFORMING FUEL ADMINISTRATIVE OR MATERIEL CONTROL TASKS	*	1	3	5
F	PERFORMING BULK STORAGE OR SERVICE STATION TASKS	26	25	18	11
G	PERFORMING FUEL DISTRIBUTION TASKS	60	52	25	12
H	PERFORMING FUEL ACCOUNTING TASKS	3	6	7	5
I	PERFORMING FUEL CONTROL CENTER (FCC) TASKS	2	3	18	12
J	PERFORMING QUALITY CONTROL AND INSPECTION (QCI) LABORATORY TASKS	3	4	6	4
K	PERFORMING QUALITY CONTROL AND INSPECTION (QCI) EVALUATOR TASKS	*	*	*	3
L	PERFORMING CRYOGENICS PRODUCTION OR STORAGE TASKS	3	4	4	3
M	PERFORMING MOBILITY AND SUPPORT TASKS	1	2	2	1

* Indicates less than 1 percent

** Columns may not add to 100 percent due to rounding

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY DAFSC 631X0 AIRMEN WITH 1-48 MONTHS TAFMS
(N=1,059)

TASK	PERCENT MEMBERS PERFORMING
G182 COMPLETE AF FORMS 1994 (FUEL ISSUE/DEFUEL DOCUMENT (DOD))	80
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	73
G183 COMPLETE AF FORMS 1995 (FUEL ISSUE/DEFUEL DOCUMENT (NON-DOD))	72
G209 PERFORM DEFUELING SERVICING OPERATIONS	68
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	62
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	60
G194 INSPECT MOBILE FUEL DISTRIBUTION VEHICLES	54
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	54
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	54
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	50
F155 INSPECT GROUNDING OR BONDING CABLES	50
F177 PERFORM RETURN-TO-BULK OPERATIONS USING MOBILE REFUELING VEHICLES	45
F157 INSPECT ISSUING OR RECEIVING HOSES	43
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	42
F172 OPERATE STORAGE FILLSTANDS	40
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	40

TABLE 20
EQUIPMENT USED BY 20 PERCENT OR MORE OF
FIRST ENLISTMENT PERSONNEL

<u>EQUIPMENT</u>	<u>PERCENT MEMBERS USING</u>
C-300 TANK TRUCK	70
R-9 KOVATCH TANK TRUCK	59
HOSE CART	49
INTRABASE RADIOS	48
R-9 CONDEC TANK TRUCK	45
R-5 TANK TRUCK	36
PANTOGRAPH	25
R-8 TANK TRUCK	20

Specialty Training Standard

A comprehensive review of the STS was conducted by comparing task data to the STS. Subject-matter experts at the technical training school matched tasks to applicable STS areas, then computer products were run on this match. Usually, the percent of members performing these tasks at the first-job, first-enlistment, 5-skill level and 7-skill level are used to analyze the STS. A paragraph or subparagraph is supported if at least 20 percent of the members at one of these levels are performing at least one of the tasks matched to that STS area.

Analysis of the STS 631X0 (Jan 87, Change 1, Apr 1988) revealed that 59 of the 200 paragraphs or subparagraphs were unsupported by the data. Most of these unsupported areas were under FP Accounting (paragraph 12) or Quality Assurance (paragraph 13). There were some areas unsupported under paragraph 8e, Operating permanently installed storage and dispensing systems; paragraph 9, Air Transportable Systems; paragraph 10g, Performing servicing operations for mobile refueling units; paragraph 11, Cryogenic products; and paragraph 14, Fuel Control Center/Expediter.

Since this is such a diverse career ladder, a product comparing the percent of members by jobs for tasks matched to each paragraph or subparagraph was created to determine if the STS was supported by a large number of incumbents in a specific job. This method showed support for all but four of the subparagraphs: 10g(6), Performing servicing operations for hot integrated combat turnaround; 10g(7), Performing servicing operations for TAB VEE servicing/sheltered refueling; 10g(10), Performing servicing operations for multi-aircraft refueling; and 13n(9), Perform test to determine heavy hydrocarbon by chromatography. Caution should be observed, however, when using this method to justify inclusion of an item in this STS; for example, if a paragraph is supported by 25 percent of a job that consists of 12 members, such as Mobility Support Personnel (ST0230), this means that only three members are actually performing the matched tasks.

Table 21 shows the jobs that support the paragraphs. In general, areas of paragraph 9 (Air transportable systems) are supported by Mobility Support Personnel, who are operating air transportable systems to receive, issue, defuel, store, and operate ATHRS and ABFDS equipment. Portions of paragraph 11, Cryogenic products, are supported by Fuel Storage, Distribution, and Control Center Supervisors, who perform operator maintenance on cryotainers, perform purging operations, and operate the vacuum gauge to obtain readings. Other areas of this paragraph are supported by Cryogenic and Storage Personnel (ST0134, N=87), as well as Laboratory Personnel (ST0077, N=147). Fuel Accounting Personnel (ST0055, N=161) are performing tasks matched to areas of paragraph 12, FP Accounting, and are completing forms to dispense, inventory, and requisition various aviation products, ground or heating fuel, cryogenic products, demineralized water, and missile propellants, as well as processing accounting files for daily or monthly listings. Parts of paragraph 13, Quality Assurance, are supported by Quality Assurance and Inspection Evaluators (ST0186, N=54) and Laboratory Personnel (ST0077, N=147). They are both

TABLE 21

TRADITIONAL VERSUS ALTERNATE STS ANALYSIS SHOWING SUPPORT BY JOB

STS ELEMENTS	TASKS	TNG EMP*	TASK DIFF**	PERCENT MEMBERS PERFORMING			Supporting Jobs Percent Performing
				1st TERM	5- LVL	7- LVL	
8e(3)(a).	Operate automotive systems to receive	6.81	3.83	15	15	9	ST0050 (45%) ST0075 (47%)
	F166 Operate automotive systems to receive/store fuel						
9b.	Perform operator maintenance on air transportable systems	5.78	4.49	11	10	9	ST0066 (22%) ST0153 (92%)
	G217 Perform operator maintenance on pantographs						
	M418 Perform operator maintenance on ATHRS	3.37	5.59	1	2	3	ST0230 (100%)
10g(3).	Perform servicing operations for hot refueling of aircraft	6.61	6.58	17	16	11	ST0057 (24%) ST0075 (23%)
	G212 Perform hot refueling servicing operations						

* The training emphasis average is 3.44, with a standard deviation of 2.05

** Task difficulty average is 5.0, with a standard deviation of 1.0

TABLE 21 (CONTINUED)

TRADITIONAL VERSUS ALTERNATE STS ANALYSIS SHOWING SUPPORT BY JOB

STS ELEMENTS	TASKS	TNG EMP*	TASK DIFF**	PERCENT MEMBERS PERFORMING			Supporting Jobs Percent Performing
				1st TERM	5- LVL	7- LVL	
11e.	Operate equipment to perform purging operation L399 Perform purging operations	4.75	6.02	9	11	7	ST0134 (94%) ST0050 (21%)
12a(5)(a).	Complete applicable forms to record requirement/requisition of aviation fuels H259 Complete requisition forms for aviation products	4.48	5.17	5	6	7	ST0055 (81%)
13c.	Isolate unsuitable products F159 Isolate contaminated petroleum products found in bulk storage tanks G197 Isolate contaminated petroleum products found in hydrant systems G198 Isolate contaminated petroleum products found in mobile refueling vehicles	6.90 6.10 6.48	4.46 4.27 4.22	11 8 12	14 9 13	12 10 13	ST0050 (42%) ST0075 (47%) ST0153 (54%) ST0210 (73%) ST0066 (54%) ST0075 (39%)

* The training emphasis average is 3.44, with a standard deviation of 2.05

** Task difficulty average is 5.0, with a standard deviation of 1.0

TABLE 21 (CONTINUED)

TRADITIONAL VERSUS ALTERNATE STS ANALYSIS SHOWING SUPPORT BY JOB

STS ELEMENTS	TASKS	TNG EMP*	TASK DIFF**	PERCENT MEMBERS PERFORMING			Supporting Jobs Percent Performing
				1st TERM	5- LVL	7- LVL	
13h(3).	Evaluate findings of lab tests						
	J325 Identify contaminated petroleum products	5.55	5.26	9	12	13	ST0077 (97%)
ST0050	Bulk Storage and Service Station Personnel (N=366)						
ST0055	Fuels Accounting Personnel (N=161)						
ST0075	Fuels Storage, Distribution and Control Center Supervisors (N=196)						
ST0066	Preventive Maintenance Personnel (N=89)						
ST0153	Fuels Distribution Hydrant Operators (N=13)						
ST0230	Mobility Support Personnel (N=12)						
ST0057	Mobile Distribution Operators (N=771)						
ST0134	Cryogenics and Storage Personnel (N=87)						
ST0210	Bulk Storage Hydrant Operators (N=22)						
ST0077	Fuels Laboratory Personnel (N=147)						

* The training emphasis average is 3.44, with a standard deviation of 2.05

** Task difficulty average is 5.0, with a standard deviation of 1.0

sampling petroleum and cryogenic products, recording the results, reporting the findings, maintaining sampling and lab equipment, and performing quality control inspections of fuel sections. Fuel Controllers (ST0032, N=300) support two sections of paragraph 14, Fuel Control Center/Expediter, by embossing identaplates and ground fuel servoplates.

Twelve tasks with sufficiently high numbers of individuals performing them were not matched to the STS. Most of these tasks involve inspecting equipment and should be considered for inclusion in the STS:

- F155 Inspect grounding or bonding cables
- G194 Inspect mobile fuel distribution vehicles
- G227 Perform vehicle checkpoint procedures
- G180 Annotate AFTO Forms 422 (Filter Separator Pressure Differential Log)
- F154 Inspect fuel meters for accuracy, leaks, or broken seals
- F157 Inspect issuing or receiving hoses
- G193 Inspect hose carts
- F153 Inspect bulk storage facilities
- F163 Maintain service station facilities
- G178 Annotate AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))
- G186 Coordinate mobile refueling vehicle inspections with preventive maintenance
- M406 Conduct or participate in mobility exercises

The technical school at Chanute has developed a tentative STS for consideration by career ladder managers. It was matched with the inventory tasks to determine the coverage offered for the career ladder by traditional and job-related methods. Forty-three of the 126 tentative STS paragraphs or subparagraphs were not supported by at least 20 percent of one of the TAFMS or DAFSC groups. Table 22 lists the unsupported items. Thirty-one of these subparagraphs are involved in quality assurance or accounting functions (paragraphs 9 and 10). Laboratory Personnel (ST0077, N=147) support all of the Quality Assurance paragraph (STS 9); they are drawing and testing petroleum and cryogenic samples and isolating contaminants. Quality Assurance and Inspection Evaluators (ST0186, N=54) also support paragraph 9 by doing and supervising the same tasks. Paragraph 10 (Accounting) is supported by the Fuel Accounting Personnel (ST0055, N=161), who complete and audit fuel reports and listings. They are also the group who are using computer products for record-keeping purposes. Only two of the unmatched subparagraphs were not supported by jobs: Materiel Deficiency Reporting System (5d) and Multi-aircraft refuel (7f(7)).

Most of the unreferenced tasks are supervisory in nature, but there were three with high training emphasis and percent members performing:

TABLE 22

TRADITIONAL VERSUS ALTERNATE TENTATIVE STS ANALYSIS SHOWING SUPPORT BY JOB

STS ELEMENTS	TASKS	TNG EMP*	TASK DIFF**	PERCENT MEMBERS PERFORMING			Percent Job Members Performing
				1st TERM	5- LVL	7- LVL	
8a(4).	Evacuate annular space L390 Operate vacuum pump	4.40	5.37	6	8	7	ST0134 (94%)
9d.	Take representative samples						
	J318 Draw petroleum samples using Bacon bomb samplers	5.03	4.46	5	7	8	ST0186 (31%) ST0077 (89%)
	J321 Draw petroleum samples using Inline samplers	5.21	4.29	7	9	10	ST0186 (37%) ST0077 (99%)
10a(3)(a).	Quality check aviation inventory						
	H248 Complete inventory forms for aviation products	6.36	4.37	10	10	12	ST0055 (88%)
11a(4).	Emboss identaplates						
	I291 Emboss aviation fuel identaplates, equipment station plates, or ground fuel servoplates	4.04	4.37	5	13	19	ST0075 (35%) ST0032 (74%)
ST0055	Fuels Accounting Personnel (N=161)						
ST0075	Fuels Storage, Distribution and Control Center Supervisors (N=196)						
ST0134	Cryogenics and Storage Personnel (N=87)						
ST0077	Fuels Laboratory Personnel (N=147)						
ST0186	Quality Assurance and Inspection Evaluators (N=54)						
ST0032	Fuels Controllers (N=303)						

* The training emphasis average is 3.44, with a standard deviation of 2.05

** Task difficulty average is 5.0, with a standard deviation of 1.0

- F145 Coordinate fuel transfers with Fuel Control Center (FCC) and appropriate agencies
- G178 Annotate AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))
- G186 Coordinate mobile refueling vehicle inspections with preventive maintenance

PLAN OF INSTRUCTION (POI) ANALYSIS

The POI (dated 7 June 1988) for course E3ABR63130 000, Fuel Specialist, was reviewed to see if survey data supported it. Personnel in this career ladder at Chanute Technical Training Center accomplished this task by matching inventory tasks to the POI. Computer products were then run on this match, giving the Training Emphasis (TE), Automated Training Indicators (ATIs), the Task Difficulty (TD), and the percent members performing the matched tasks for first-job personnel (1-24 months TAFMS) and first-enlistment personnel (1-48 months TAFMS). Thirty percent of first-job or first-enlistment personnel must be performing a task matched to that area for the POI behavioral objective to be supported. However, TE, TD, and the criticality of a task are also important factors to consider when deciding if an item should be taught at the technical school. ATIs provide a guideline, as the value is derived from a consideration of all these factors.

Six of the 56 objectives in the POI were not supported by the data. Table 23 shows these areas and the percent of members performing the matched tasks. Four of the six objectives concerned receiving, storing, issuing, and transferring automotive fuel. These objectives should be examined to see if other criteria warrant their inclusion in the POI.

Only five tasks with significant percent members performing were not matched to the POI:

- G207 Perform concurrent ground servicing operations
- F177 Perform return-to-bulk operations using mobile refueling vehicles
- G205 Perform cold integrated combat turnaround servicing operations
- G208 Perform concurrent servicing of aircraft with passengers on board
- G178 Annotate AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))

All of these tasks had a high training emphasis value (over 5.49) and should be considered for inclusion in the POI.

TABLE 23
EXAMPLES OF UNSUPPORTED POI PARAGRAPHS

<u>TASKS</u>	<u>TRN EMP</u>	<u>PCT FIRST TERM</u>	<u>TASK DIFF</u>
I 11b. Without reference, demonstrate an understanding of an automotive fuel system by correctly answering a minimum of four of five questions about procedures used to receive automotive fuels			
F166 Operate automotive systems to receive or store fuel	6.81	15	3.83
II 2a. Without reference, demonstrate an understanding of operator maintenance of hydrant systems by correctly answering five questions about procedures used in operator maintenance.			
G190 Drain water from hydrant systems	6.49	17	3.63
G222 Perform operator maintenance on Type II (Pritchard/Modified Pritchard) hydrant systems	5.75	14	4.83
G221 Perform operator maintenance on Type I (Panero/Modified Panero) hydrant systems	5.13	8	4.77

JOB SATISFACTION

Another factor included in the surveys sent to respondents is that of job satisfaction. Five questions are examined that will indicate the level to which people are happy with their job: job interest, perceived use of talents, perceived use of training, reenlistment intentions, and satisfaction with the sense of accomplishment on the job. Tables 24, 25, and 26 show these indicators by TAFMS groups as compared to other Direct Support personnel surveyed in 1988, TAFMS groups as compared to the 1981 AFSC 631X0 survey sample TAFMS groups, and between job clusters.

When total active federal military service (TAFMS) groups were examined to compare job satisfaction data for 631X0 members and other direct support personnel (see Table 24), AFSC 631X0 first- and second-enlistment personnel found their jobs less interesting and felt their talents were used less than indicated by the comparative sample. However, first- and second-termers, as well as career personnel, perceived their training to be used better as compared to the feelings of the direct support comparative group.

Job satisfaction data comparing the present survey and previous survey (1981) TAFMS groups indicated first-termers find their jobs more interesting, feel their talents and training are utilized better, and are more satisfied with their sense of accomplishment than the previous survey TAFMS groups. Second-termers perceive their training to be used well versus the 1981 group, but they are less satisfied with their sense of accomplishment derived from the job. First- and second-termers are more likely to reenlist than their 1981 counterparts. See Table 25 for the pertinent data comparisons.

AFSC 631X0 members show the highest levels of job satisfaction in the senior jobs of Technical Instructors, Quality Assurance and Inspection Evaluators, Fuel Accountants, and Mobility Support Personnel. Technical job personnel, especially ATC Fuel Personnel, Mobile Distribution Operators, Fuel Distribution Hydrant Operators, and Bulk Storage Hydrant Operators, are the least satisfied as shown by the indicators in Table 26.

WRITE-IN COMMENTS

The job inventory includes a page for additional comments and information. Three basic issues appeared in many of the write-in commentaries: the difficulty in obtaining a career job reservation (CJR), the limited opportunities to obtain special experience identifiers (SEIs), and the diversity of jobs at places with few Fuel Specialists. Many members expressed frustration over having to cross-train into another career ladder or separate after developing expertise in a fuel job. One member said "there are many valuable airmen being forced out or having to retrain while many E-4s or E-5s are able to reenlist but cannot be trusted with management positions." Many feel more should be done to help them cross-train into another career ladder and at an earlier time, such as the 2-year point.

TABLE 24

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	631X0 (N=1,059)	COMP SAMPLE** (N=7,071)	631X0 (N=805)	COMP SAMPLE** (N=4,211)	631X0 (N=875)	COMP SAMPLE** (N=6,374)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	55	62	56	65	71	75
SO-SO	25	22	23	19	18	14
DULL	20	16	21	15	11	10
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	56 44	69 30	65 35	86 14	83 16	80 19
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	91 9	78 21	86 13	74 25	86 13	74 26
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	60	61	75	71	75	73
NO, OR PROBABLY NO	39	38	24	28	9	9
PLAN TO RETIRE	1	*	1	*	16	18
<u>SATISFACTION WITH SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	59	63	57	63	71	68
NEITHER SATISFIED NOR DISSATISFIED	19	16	18	13	12	10
DISSATISFIED	21	21	25	24	16	22

NOTE: Columns may not add to 100 percent due to rounding

* Less than 1 percent responded

** Comparative sample includes Direct Support personnel surveyed in 1988 (AFSCs 251X0, 491X1, 491X2, 492X1, 493X0, 555X0, 571X0, 602X0, 602X1, 605X0, 605X1, 645X0, 645X1)

TABLE 25

COMPARISON OF JOB SATISFACTION FOR CURRENT AND PREVIOUS SURVEY DATA
(PERCENT MEMBERS RESPONDING)*

	<u>1-48 MONTHS TAFMS</u>		<u>49-96 MONTHS TAFMS</u>		<u>97+ MONTHS TAFMS</u>	
	1989	1981	1989	1981	1989	1981
	(N=1,059)	(N=1,268)	(N=805)	(N=309)	(N=875)	(N=628)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	55	41	56	58	71	71
SO-SO	25	28	23	22	18	17
DULL	20	30	21	20	11	10
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	56	50	65	64	83	82
LITTLE OR NOT AT ALL	44	49	35	36	16	17
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	91	83	86	79	86	87
LITTLE OR NOT AT ALL	9	16	13	21	13	12
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	60	57	75	69	75	72
NO, OR PROBABLY NO	39	41	24	31	9	10
PLAN TO RETIRE	1	*	1	0	16	17
<u>SATISFACTION WITH SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	59	48	57	62	71	73
NEITHER SATISFIED NOR DISSATISFIED	19	21	18	17	12	10
DISSATISFIED	21	30	25	21	16	16

* Columns may not add to 100 percent due to rounding. Data do not include members not responding.

TABLE 26

COMPARISON OF JOB SATISFACTION INDICATORS BY CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

	ATC FUEL (N=140)	MOBILE DISTR (N=771)	PREV MAINT (N=89)	FUEL HYDRANT (N=13)	BULK HYDR (N=22)	SERV STAT (N=366)	FUEL SUPVR (N=196)	TECH INST (N=10)	FUEL CNTRL (N=303)
<u>EXPRESSED JOB INTEREST</u>									
INTERESTING	43	46	54	46	45	47	63	60	63
SO-SO	21	28	29	8	36	27	22	20	25
DULL	36	26	17	46	18	25	15	20	12
<u>PERCEIVED USE OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY	21	46	72	46	64	57	75	90	77
LITTLE OR NOT AT ALL	79	54	28	54	36	42	24	10	23
<u>PERCEIVED USE OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY	78	88	81	100	86	84	90	80	87
LITTLE OR NOT AT ALL	21	11	19	0	14	14	10	20	13
<u>REENLISTMENT INTENTIONS:</u>									
YES, OR PROBABLY YES	71	60	72	62	73	62	73	90	81
NO, OR PROBABLY NO	21	39	26	38	23	33	17	10	14
PLAN TO RETIRE	0	1	2	0	0	4	10	0	4
<u>SATISFACTION WITH SENSE OF ACCOMPLISHMENT:</u>									
SATISFIED	43	49	56	46	50	50	68	60	63
NEITHER SATISFIED NOR									
DISSATISFIED	7	23	21	23	14	18	13	10	18
DISSATISFIED	50	27	22	31	36	31	18	30	18

TABLE 26 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)

	MOBILE DISTR SUPVS (N=271)	QA & INSPCT EVALS (N=54)	ADMIN ADVR (N=37)	TRAIN NCO (N=90)	CRYO PERS (N=87)	FUEL ACCT (N=161)	LAB PERS (N=147)	MOBILITY SUPPORT (N=12)
<u>EXPRESSED JOB INTEREST:</u>								
INTERESTING	73	93	86	72	72	86	85	83
SO-SO	18	6	8	17	20	7	11	8
DULL	9	2	3	10	7	6	4	8
<u>PERCEIVED USE OF TALENTS:</u>								
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	87 13	94 6	86 14	89 11	78 22	93 7	84 16	83 17
<u>PERCEIVED USE OF TRAINING:</u>								
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	91 8	98 2	86 14	78 22	89 11	92 7	97 2	100 0
<u>REENLISTMENT INTENTIONS:</u>								
YES, OR PROBABLY YES	73	56	78	77	66	83	88	75
NO, OR PROBABLY NO	11	13	11	13	29	15	10	25
PLAN TO RETIRE	16	31	11	9	6	2	1	0
<u>SATISFACTION WITH SENSE OF ACCOMPLISHMENT:</u>								
SATISFIED	75	83	76	71	78	86	82	92
NEITHER SATISFIED NOR DISSATISFIED	12	7	3	16	15	9	12	8
DISSATISFIED	12	7	19	13	7	5	7	0

Several respondents mentioned they had never been given an opportunity to go to school to obtain an SEI and had never been put on a rotational training program. One member said he/she was supervising cryogenics personnel who all had been to the technical school, while he/she had not.

Other members commented on the amount of "janitorial" tasks required, such as dusting, cutting grass, painting, and performing corrosion control. Many members commented on the diversity of their jobs because of low manning at their stations.

IMPLICATIONS

This is a diverse career ladder. This heterogeneity created some problems in reviewing the current and tentative STS's, but a job-specific match showed support for most areas in both documents. Caution should be observed, however, when using this method to justify inclusion of a paragraph in an STS; for example, if a paragraph is supported by 25 percent of a job that consists of 12 members, such as Mobility Support Personnel (ST0230), this means only three members are actually performing the matched tasks. The POI should be reviewed for accuracy as several paragraphs were not supported by survey data.

APPENDIX A

TABLE I

CLUSTER ID NUMBER AND TITLE: ST0169, ATC FUELS PERSONNEL

CLUSTER SIZE: 14

AVERAGE TIME IN SERVICE: 36 MONTHS

AVERAGE TIME IN CAREER LADDER: 34 MONTHS

PERCENT OF SAMPLE: 1%

PREDOMINANT PAYGRADE: E-4

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	100
G183 COMPLETE AF FORMS 1995 (FUELS ISSUE/DEFUEL DOCUMENT (NON-DOD))	93
G209 PERFORM DEFUELING SERVICING OPERATIONS	93
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	64
F177 PERFORM RETURN-TO-BULK OPERATIONS USING MOBILE REFUELING VEHICLES	43
M406 CONDUCT OR PARTICIPATE IN MOBILITY EXERCISES	36
G202 OPERATE TYPE III (PHILLIPS) HYDRANT SYSTEMS	29
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	21
G208 PERFORM CONCURRENT SERVICING OF AIRCRAFT WITH PASSENGERS ON BOARD	21
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	21
G184 COMPLETE AF FORMS 834 (RECORD OF FUEL TRANSFERS)	21
G220 PERFORM OPERATOR MAINTENANCE ON TANK TRUCKS	21

TABLE II

CLUSTER ID NUMBER AND TITLE: ST0057, MOBILE DISTRIBUTION OPERATORS

CLUSTER SIZE: 771

PERCENT OF SAMPLE: 28%

AVERAGE TIME IN SERVICE: 33 MONTHS

PREDOMINANT PAYGRADE: E-3

AVERAGE TIME IN CAREER LADDER: 30 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	98
G209 PERFORM DEFUELING SERVICING OPERATIONS	95
G183 COMPLETE AF FORMS 1995 (FUELS ISSUE/DEFUEL DOCUMENT (NON-DOD))	91
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	90
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	84
G194 INSPECT MOBILE FUELS DISTRIBUTION VEHICLES	74
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	71
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	70
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	68
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	65
G208 PERFORM CONCURRENT SERVICING OF AIRCRAFT WITH PASSENGERS ON BOARD	53
G205 PERFORM COLD INTEGRATED COMBAT TURNAROUND SERVICING OPERATIONS	52
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	52

TABLE III

CLUSTER ID NUMBER AND TITLE: ST0066, PREVENTIVE MAINTENANCE PERSONNEL

CLUSTER SIZE: 89

PERCENT OF SAMPLE: 3%

AVERAGE TIME IN SERVICE: 82 MONTHS

PREDOMINANT PAYGRADE: E-5

AVERAGE TIME IN CAREER LADDER: 78 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	97
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	97
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	94
G194 INSPECT MOBILE FUELS DISTRIBUTION VEHICLES	89
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	80
G191 DRAIN WATER FROM TANK TRUCKS OR SEMITRAILERS	76
G220 PERFORM OPERATOR MAINTENANCE ON TANK TRUCKS	73
G187 COORDINATE MOBILE REFUELING VEHICLE MAINTENANCE WITH BASE TRANSPORTATION OFFICE	73
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	72
G189 DISPOSE OF CONTAMINATED PETROLEUM PRODUCTS FOUND IN MOBILE REFUELING VEHICLES	66
G209 PERFORM DEFUELING SERVICING OPERATIONS	66
G186 COORDINATE MOBILE REFUELING VEHICLE INSPECTIONS WITH PREVENTIVE MAINTENANCE	65
G183 COMPLETE AF FORMS 1995 (FUELS ISSUE/DEFUEL DOCUMENT (NON-DOD))	63
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	55
G198 ISOLATE CONTAMINATED PETROLEUM PRODUCTS FOUND IN MOBILE REFUELING VEHICLES	54
G193 INSPECT HOSE CARTS (H/Cs)	53
G215 PERFORM OPERATOR MAINTENANCE ON H/Cs	53
A16 PLAN WORK PRIORITIES	52
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	51

TABLE IV

CLUSTER ID NUMBER AND TITLE: ST0153, FUELS DISTRIBUTION HYDRANT OPERATORS

CLUSTER SIZE: 13

PERCENT OF SAMPLE: LESS THAN 1%

AVERAGE TIME IN SERVICE: 46 MONTHS

PREDOMINANT PAYGRADE: E-3/4

AVERAGE TIME IN CAREER LADDER: 44 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G195 INSPECT PANTOGRAPHS	100
G217 PERFORM OPERATOR MAINTENANCE ON PANTOGRAPHS	92
G203 OPERATE TYPE IV (PANTOGRAPH) HYDRANT SYSTEMS	85
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	85
G192 GAUGE HYDRANT SYSTEMS FOR FUEL QUANTITY OR TEMPERATURE	85
G206 PERFORM COLD REFUELING SERVICING OPERATIONS	77
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	77
G209 PERFORM DEFUELING SERVICING OPERATIONS	77
G207 PERFORM CONCURRENT GROUND SERVICING OPERATIONS	69
G224 PERFORM OPERATOR MAINTENANCE ON TYPE IV (PANTOGRAPH) HYDRANT SYSTEMS	69
G212 PERFORM HOT REFUELING SERVICING OPERATIONS	62
G183 COMPLETE AF FORMS 1995 (FUELS ISSUE/DEFUEL DOCUMENT (NON- DOD))	62
G190 DRAIN WATER FROM HYDRANT SYSTEMS	62
G214 PERFORM MULTISOURCE REFUELING SERVICING OPERATIONS	62
G202 OPERATE TYPE III (PHILLIPS) HYDRANT SYSTEMS	54
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	54

TABLE V

CLUSTER ID NUMBER AND TITLE: ST0210, BULK STORAGE HYDRANT OPERATORS

CLUSTER SIZE: 22

PERCENT OF SAMPLE: 1%

AVERAGE TIME IN SERVICE: 52 MONTHS

PREDOMINANT PAYGRADE: E-4

AVERAGE TIME IN CAREER LADDER: 47 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	100
G190 DRAIN WATER FROM HYDRANT SYSTEMS	100
G201 OPERATE TYPE II (PRITCHARD/MODIFIED PRITCHARD) HYDRANT SYSTEMS	95
G222 PERFORM OPERATOR MAINTENANCE ON TYPE II (PRITCHARD/MODIFIED PRITCHARD) HYDRANT SYSTEMS	95
G192 GAUGE HYDRANT SYSTEMS FOR FUEL QUANTITY OR TEMPERATURE	95
G185 COORDINATE HYDRANT FACILITY MAINTENANCE WITH BASE CIVIL ENGINEERS (BCE)	86
G184 COMPLETE AF FORMS 834 (RECORD OF FUEL TRANSFERS)	82
G199 OPERATE HYDRANTS TO FLUSH SYSTEMS	82
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	73
G197 ISOLATE CONTAMINATED PETROLEUM PRODUCTS FOUND IN HYDRANT SYSTEMS	73
G188 DISPOSE OF CONTAMINATED PETROLEUM PRODUCTS FOUND IN HYDRANT SYSTEMS	55
F140 COMPLETE AF FORMS 1235 (PHYSICAL INVENTORY (FUELS/MISSILE PROPELLANTS))	55
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	55
G200 OPERATE TYPE I (PANERO/MODIFIED PANERO) HYDRANT SYSTEMS	50
G221 PERFORM OPERATOR MAINTENANCE ON TYPE I (PANERO/MODIFIED PANERO) HYDRANT SYSTEMS	50
G209 PERFORM DEFUELING SERVICING OPERATIONS	50

TABLE VI

CLUSTER ID NUMBER AND TITLE: ST0050, BULK STORAGE AND SERVICE STATION PERSONNEL

CLUSTER SIZE: 366

PERCENT OF SAMPLE: 13%

AVERAGE TIME IN SERVICE: 68 MONTHS

PREDOMINANT PAYGRADE: E-4

AVERAGE TIME IN CAREER LADDER: 65 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F155 INSPECT GROUNDING OR BONDING CABLES	93
F148 GAUGE BULK STORAGE TANKS FOR FUEL QUANTITY OR TEMPERATURE	92
F139 COMPLETE AF FORMS 1233 (BULK STORAGE SUMMARY)	91
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	90
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	90
F168 OPERATE BULK STORAGE SYSTEMS TO ISSUE FUEL	89
F169 OPERATE BULK STORAGE SYSTEMS TO RECEIVE OR STORE FUEL	89
F172 OPERATE STORAGE FILLSTANDS	88
F153 INSPECT BULK STORAGE FACILITIES	87
F157 INSPECT ISSUING OR RECEIVING HOSES	86
F170 OPERATE BULK STORAGE SYSTEMS TO TRANSFER FUEL	84
F154 INSPECT FUEL METERS FOR ACCURACY, LEAKS, OR BROKEN SEALS	80
F137 COMPLETE AF FORMS 1231 (RECORD OF RECEIPTS)	78
F147 DRAIN WATER FROM BULK STORAGE TANKS	78
F177 PERFORM RETURN-TO-BULK OPERATIONS USING MOBILE REFUELING VEHICLES	77
F140 COMPLETE AF FORMS 1235 (PHYSICAL INVENTORY (FUELS/MISSILE PROPELLANTS))	75
F152 GROUND OR BOND TANK TRUCKS OR SEMITRAILERS	74
F145 COORDINATE FUEL TRANSFERS WITH FUELS CONTROL CENTER (FCC) AND APPROPRIATE AGENCIES	74
F175 PERFORM OPERATOR MAINTENANCE ON BULK STORAGE FACILITIES	72
F149 GAUGE FUEL SHIPMENTS FOR WATER	71
F158 INVENTORY PETROLEUM PRODUCTS OR EQUIPMENT	67
F163 MAINTAIN SERVICE STATION FACILITIES	66
G165 OPERATE AUTOMOTIVE SYSTEMS TO ISSUE FUEL	56
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	54
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	54
F171 OPERATE BULK STORAGE WASTE RECOVERY SYSTEMS	52

TABLE VII

CLUSTER ID NUMBER AND TITLE: ST0075, FUELS STORAGE, DISTRIBUTION, AND CONTROL CENTER SUPERVISORS

CLUSTER SIZE: 196

PERCENT OF SAMPLE: 7

AVERAGE TIME IN SERVICE: 120 MONTHS

PREDOMINANT PAYGRADE: E-5

AVERAGE TIME IN CAREER LADDER: 113 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G182 COMPLETE AF FORMS 1994 (FUELS ISSUE/DEFUEL DOCUMENT (DOD))	84
F155 INSPECT GROUNDING OR BONDING CABLES	84
F138 COMPLETE AF FORMS 1232 (BULK FUEL ISSUE/DEFUEL SUMMARY)	83
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	83
F157 INSPECT ISSUING OR RECEIVING HOSES	79
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	79
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	79
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	78
C68 WRITE APRs	78
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	77
F172 OPERATE STORAGE FILLSTANDS	76
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	75
F139 COMPLETE AF FORMS 1233 (BULK STORAGE SUMMARY)	74
F154 INSPECT FUEL METERS FOR ACCURACY, LEAKS, OR BROKEN SEALS	72
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	70
F153 INSPECT BULK STORAGE FACILITIES	70
A16 PLAN WORK PRIORITIES	70
F168 OPERATE BULK STORAGE SYSTEMS TO ISSUE FUEL	70
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	67
G194 INSPECT MOBILE FUELS DISTRIBUTION VEHICLES	66
B42 SUPERVISE APPRENTICE FUEL SPECIALIST (AFSC 63130)	65
I305 MONITOR FUEL SERVICING OPERATIONS	65
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	64
I288 DIRECT MOBILE FUELING OPERATIONS	60
I280 ANNOTATE AF FORMS 824 (DAILY FUELS REQUEST AND SERVICING LOG)	59
I290 DISPATCH FUEL REQUESTS	57

TABLE VIII

CLUSTER ID NUMBER AND TITLE: ST0182, TECHNICAL SCHOOL INSTRUCTORS

CLUSTER SIZE: 10

AVERAGE TIME IN SERVICE: 97 MONTHS

AVERAGE TIME IN CAREER LADDER: 92 MONTHS

PERCENT OF SAMPLE: LESS THAN 1%

PREDOMINANT PAYGRADE: E-5

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D73 ADMINISTER TESTS	100
D98 SCORE TESTS	100
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	100
F143 COMPLETE AFTO FORMS 39 (FUEL SYSTEM DISCREPANCY AND INSPECTION RECORD)	100
F157 INSPECT ISSUING OR RECEIVING HOSES	100
G180 ANNOTATE AFTO FORMS 422 (FILTER SEPARATOR PRESSURE DIFFERENTIAL LOG)	100
F153 INSPECT BULK STORAGE FACILITIES	100
G193 INSPECT HOSE CARTS (H/Cs)	100
G215 PERFORM OPERATOR MAINTENANCE ON H/Cs	100
G220 PERFORM OPERATOR MAINTENANCE ON TANK TRUCKS	100
F151 GROUND OR BOND RAILWAY TANK CARS	100
D79 CONDUCT RESIDENT COURSE CLASSROOM TRAINING	90
D80 COUNSEL TRAINEES ON TRAINING PROGRESS	90
F155 INSPECT GROUNDING OR BONDING CABLES	90
F154 INSPECT FUEL METERS FOR ACCURACY, LEAKS, OR BROKEN SEALS	90
G194 INSPECT MOBILE FUELS DISTRIBUTION VEHICLES	90
G201 OPERATE TYPE II (PRITCHARD/MODIFIED PRITCHARD) HYDRANT SYSTEMS	90
G227 PERFORM VEHICLE CHECKPOINT PROCEDURES	90
G179 ANNOTATE AFTO FORMS 371 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (FUEL SERVICING))	80
G191 DRAIN WATER FROM TANK TRUCKS OR SEMITRAILERS	80
G200 OPERATE TYPE I (PANERO/MODIFIED PANERO) HYDRANT SYSTEMS	80
D91 EVALUATE PROGRESS OF TRAINEES	70
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	70
D94 MAINTAIN TRAINING EQUIPMENT	70
F152 GROUND OR BOND TANK TRUCKS OR SEMITRAILERS	70

TABLE IX

CLUSTER ID NUMBER AND TITLE: ST0032, FUELS CONTROLLERS

CLUSTER SIZE: 303

PERCENT OF SAMPLE: 11%

AVERAGE TIME IN SERVICE: 93 MONTHS

PREDOMINANT PAYGRADE: E-5

AVERAGE TIME IN CAREER LADDER: 88 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
I280 ANNOTATE AF FORMS 824 (DAILY FUELS REQUEST AND SERVICING LOG)	98
I290 DISPATCH FUEL REQUESTS	98
I303 MAINTAIN SERVICING CLIPBOARDS FOR MOBILE FUELING VEHICLES	98
I304 MAINTAIN VEHICLE AND EQUIPMENT STATUS BOARDS	96
I283 COORDINATE FUEL REQUIREMENTS WITH MAINTENANCE JOB CONTROL	94
I292 INFORM SUPERVISORS OF WEATHER WARNING NOTIFICATION	94
I300 MAINTAIN MINIMUM EQUIPMENT AND FACILITIES STATUS BOARDS	93
I288 DIRECT MOBILE FUELING OPERATIONS	92
I305 MONITOR FUEL SERVICING OPERATIONS	92
I302 MAINTAIN PRODUCT INVENTORY STATUS BOARDS	92
I306 REVIEW FLIGHT SCHEDULES FROM MAINTENANCE JOB CONTROL	90
I298 MAINTAIN FACILITIES STATUS BOARDS	90
I289 DIRECT UTILIZATION OF FUELS EQUIPMENT	89
I286 DIRECT GROUND PRODUCT FUELING OPERATIONS	88
I284 COORDINATE SAMPLING OF FUELS EQUIPMENT WITH QUALITY CONTROL AND INSPECTION (QCI)	86
I295 MAINTAIN ALERT RECALL ROSTERS	86
I299 MAINTAIN FLIGHTLINE LAYOUT BOARDS	86
I293 INVENTORY INTRABASE RADIOS (IBR)	81
I301 MAINTAIN PERSONNEL STATUS BOARDS	81
I285 COORDINATE SUPPORT SERVICES WITH FIRE DEPARTMENT OR CONTROL TOWER	81
I297 MAINTAIN EMERGENCY POWER STATUS BOARDS	79
I296 MAINTAIN DANGER TAG STATUS BOARDS	78
I282 COMPLETE DD FORMS 1896 (JET FUEL IDENTAPLATE)	76
I291 EMBOSS AVIATION FUEL IDENTAPLATES, EQUIPMENT STATION PLATES, OR GROUND FUEL SERVOPATES	74
I281 ANNOTATE AF FORMS 839 (FLIGHTLINE DAILY FUELS SERVICE LOG)	73
I287 DIRECT HYDRANT FUELING OPERATIONS	68
I294 MAINTAIN AIRCRAFT GENERATION STATUS BOARDS	62

TABLE X

CLUSTER ID NUMBER AND TITLE: ST0041, MOBILE DISTRIBUTION SUPERVISORS

CLUSTER SIZE: 271

PERCENT OF SAMPLE: 10%

AVERAGE TIME IN SERVICE: 163 MONTHS

PREDOMINANT PAYGRADE: E-5

AVERAGE TIME IN CAREER LADDER: 160 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C68 WRITE APRs	97
B23 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	94
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	85
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	76
A16 PLAN WORK PRIORITIES	76
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	75
B21 CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	72
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	69
C48 ANALYZE WORKLOAD REQUIREMENTS	65
A11 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	64
C64 INDORSE AIRMAN PERFORMANCE REPORTS (APR)	61
C63 EVALUATE WORK SCHEDULES	61
A17 SCHEDULE PERSONNEL FOR TEMPORARY DUTY (TDY), LEAVES, OR PASSES	61
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	59
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	57
A14 ESTABLISH WORK METHODS OR CONTROLS	55
B46 SUPERVISE FUEL SUPERVISOR (AFSC 63170)	53
G178 ANNOTATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLES))	52
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	51
C55 EVALUATE INSPECTION REPORT FINDINGS	51
D90 EVALUATE PERSONNEL FOR TRAINING NEEDS	50

TABLE XI

CLUSTER ID NUMBER AND TITLE: ST0186, QUALITY ASSURANCE AND INSPECTION EVALUATIONS

CLUSTER SIZE: 54

PERCENT OF SAMPLE: 2%

AVERAGE TIME IN SERVICE: 202 MONTHS

PREDOMINANT PAYGRADE: E-7

AVERAGE TIME IN CAREER LADDER: 195 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
K367 CONDUCT SPOT CHECK INSPECTIONS OF FUELS SECTIONS	100
K363 CONDUCT QUARTERLY INTERNAL INSPECTIONS OF FUELS SECTIONS	100
K369 MAINTAIN COPIES OF INSPECTION REPORTS ON FILE	100
L368 DISTRIBUTE INSPECTION REPORTS	100
K360 CONDUCT CROSSFEED INSPECTIONS OF FUELS SECTIONS	98
K370 MONITOR DANGER TAG PROGRAM	98
K356 BRIEF FUEL SECTION SUPERVISORS OR OUTSIDE AGENCIES ON INSPECTION FINDINGS	96
K364 CONDUCT SAFETY INSPECTIONS OF FUELS SECTIONS	96
K357 COMPLETE AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	96
K365 CONDUCT SPECIAL INTEREST ITEM INSPECTIONS OF FUELS SECTIONS	96
K366 CONDUCT SPECIAL SUBJECT INSPECTIONS OF FUELS SECTIONS	96
K362 CONDUCT FOLLOW-ON INSPECTIONS OF FUELS SECTIONS RECEIVING UNSATISFACTORY RATING	96
K358 COMPLETE AF FORMS 2420 (QUALITY CONTROL INSPECTION SUMMARY)	94
K372 SCHEDULE INTERNAL INSPECTIONS OF FUELS SECTIONS	94
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	89
C55 EVALUATE INSPECTION REPORT FINDINGS	89
B37 IMPLEMENT SAFETY OR SECURITY PROGRAMS	87
A7 DEVELOP SAFETY OR SECURITY PROGRAMS	81
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	78
B44 SUPERVISE FUEL SPECIALIST (AFSC 63150)	76
C58 EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	72
C50 EVALUATE ADMINISTRATIVE PROCEDURES	72
B36 IMPLEMENT QUALITY ASSURANCE EFFECTIVENESS (QAE) PROGRAMS	70
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	65
C59 EVALUATE QUALITY ASSURANCE EFFECTIVENESS (QAE) PROGRAMS	63

TABLE XII

CLUSTER ID NUMBER AND TITLE: ST0030, ADMINISTRATIVE ADVISORS

CLUSTER SIZE: 37

PERCENT OF SAMPLE: 1%

AVERAGE TIME IN SERVICE: 171 MONTHS

PREDOMINANT PAYGRADE: E-6

AVERAGE TIME IN CAREER LADDER: 168 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	92
E130 PREPARE CORRESPONDENCE	84
E123 DISTRIBUTE CORRESPONDENCE, REPORTS, OR PUBLICATIONS	76
E129 POST CHANGES TO PUBLICATIONS	70
E133 REVIEW PUBLICATION BULLETINS AND INDEXES	65
E125 MAINTAIN PUBLICATION FILES, OTHER THAN TO FILES	59
E124 MAINTAIN ORGANIZATIONAL DIRECTIVE OR TECHNICAL ORDER (TO) FILES	59
A15 PLAN OR SCHEDULE WORK ASSIGNMENTS	59
A16 PLAN WORK PRIORITIES	57
C50 EVALUATE ADMINISTRATIVE PROCEDURES	57
C57 EVALUATE PERSONNEL FOR COMPLIANCE WITH PERFORMANCE STANDARDS	57
B41 MAINTAIN CLASSIFIED MATERIAL	54
B26 DIRECT MAINTENANCE OF PUBLICATION LIBRARIES, OTHER THAN TECHNICAL ORDER (TO) LIBRARIES	54
C72 WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	51
B40 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	51
E127 MAINTAIN REPORT SUSPENSE SYSTEM	51
A3 DETERMINE LOGISTICS REQUIREMENTS, SUCH AS SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	51
B25 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	51

TABLE XIII

CLUSTER ID NUMBER AND TITLE: ST0035, FUELS TRAINING NCOs

CLUSTER SIZE: 90

PERCENT OF SAMPLE: 3%

AVERAGE TIME IN SERVICE: 119 MONTHS

PREDOMINANT PAYGRADE: E-5

AVERAGE TIME IN CAREER LADDER: 114 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D97 SCHEDULE TRAINING	83
B20 CONDUCT OR PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, CONFERENCES, OR WORKSHOPS, OTHER THAN TRAINING	81
E132 REVIEW PROPERTY CUSTODY AUTHORIZATION/CUSTODY RECEIPT LISTINGS (CA/CRL)	80
E111 COMPLETE AF FORMS 2005 (ISSUE/TURN IN REQUEST)	79
D91 EVALUATE PROGRESS OF TRAINEES	77
E109 COMPLETE AF FORMS 1297 (TEMPORARY ISSUE RECEIPT)	77
D80 COUNSEL TRAINEES ON TRAINING PROGRESS	76
E114 COMPLETE AF FORMS 9 (REQUEST FOR PURCHASE)	76
E122 COORDINATE SUPPLY OR EQUIPMENT TRANSACTIONS WITH BASE SUPPLY	74
D95 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	74
D100 VERIFY CDC COMPLETIONS	74
D76 BRIEF UNIT PERSONNEL ON TRAINING MATTERS	74
D73 ADMINISTER TESTS	74
D98 SCORE TESTS	74
E119 COMPLETE DD FORMS 1348-6 (DOD SINGLE LINE ITEM REQUISITION SYSTEM DOCUMENT)	73
E112 COMPLETE AF FORMS 601 (EQUIPMENT ACTION REQUEST)	73
D96 PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	73
E105 ANNOTATE AF FORMS 126 (CUSTODIAN REQUEST LOG)	72
D101 VERIFY ENROLLMENT IN CDCS	71
D81 DETERMINE TRAINING REQUIREMENTS	70
D93 MAINTAIN STUDY REFERENCE FILES	70
E106 ANNOTATE AF FORMS 2413 (SUPPLY CONTROL LOG)	69
M406 CONDUCT OR PARTICIPATE IN MOBILITY EXERCISES	68
D90 EVALUATE PERSONNEL FOR TRAINING NEEDS	68
E108 BRIEF FUELS MANAGEMENT PERSONNEL ON UNIT SUPPLY SITUATION	67
D104 WRITE TRAINING REPORTS	63
D77 CONDUCT OJT	62
M405 ASSIGN PERSONNEL TO MOBILITY TEAMS	61
M407 COORDINATE MOBILITY STATUS OF PERSONNEL OR EQUIPMENT WITH MOBILITY CONTROL CENTER (MCC)	61

TABLE XIV

CLUSTER ID NUMBER AND TITLE: ST0134, CRYOGENIC AND STORAGE PERSONNEL

CLUSTER SIZE: 87

PERCENT OF SAMPLE: 3%

AVERAGE TIME IN SERVICE: 89 MONTHS

PREDOMINANT PAYGRADE: E-4

AVERAGE TIME IN CAREER LADDER: 74 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L383 ISSUE CRYOGENIC PRODUCTS	100
L385 MAINTAIN CRYOGENIC STORAGE AREAS	99
L384 MAINTAIN CRYOGENIC SAFETY EQUIPMENT	99
L394 PERFORM ODOR OR PARTICULATE TESTS ON LOX	98
L389 OPERATE VACUUM GAUGE TO OBTAIN VACUUM READINGS	97
L387 MAINTAIN CRYOTAINERS	95
L375 COMPLETE AFTO FORMS 244 (INDUSTRIAL/SUPPORT EQUIPMENT RECORD)	95
L397 PERFORM OPERATOR MAINTENANCE ON CRYOTAINERS	95
L399 PERFORM PURGING OPERATIONS	94
L373 ANNOTATE AFTO FORMS 134 (AVIATOR BREATHING OXYGEN SERVICING TRAILER LOG (LIQUID/GASEOUS))	93
L386 MAINTAIN CRYOGENIC SUPPORT EQUIPMENT	92
L390 OPERATE VACUUM PUMP	92
L382 INVENTORY CRYOGENIC PRODUCTS OR EQUIPMENT	91
L404 TRANSFER CRYOGENIC PRODUCTS	90
L380 GROUND CYROTAINERS	89
L396 PERFORM OPERATOR MAINTENANCE ON CRYOGENIC SUPPORT EQUIPMENT	86
L395 PERFORM OPERATOR MAINTENANCE ON CRYOGENIC PRODUCTION PLANTS	76
L391 PERFORM CRYOGENIC PLANT DEFROST OPERATIONS	75
L400 PERFORM PURITY TESTS ON LIN	74
L378 COMPLETE AFTO FORMS 95 (SIGNIFICANT HISTORICAL DATA)	72
L393 PERFORM CRYOGENIC PLANT LIQUID PRODUCTION OPERATIONS	70
L379 DISPOSE OF CONTAMINATED CRYOGENIC PRODUCTS	67
L392 PERFORM CRYOGENIC PLANT GASEOUS PRODUCTION OPERATIONS	62
L403 SET PRESSURE RELIEF VALVES	62
L374 CLEAN PRESSURE AND QUANTITY GAUGES USING LIQUID OXYGEN (LOX)	59
L376 COMPLETE AFTO FORMS 385 (DAILY OPERATING AND MAINTENANCE RECORD-OXYGEN-NITROGEN GENERATOR (1.5 TON))	54

TABLE XV

CLUSTER ID NUMBER AND TITLE: ST0055, FUELS ACCOUNTING PERSONNEL

CLUSTER SIZE: 161

PERCENT OF SAMPLE: 6%

AVERAGE TIME IN SERVICE: 73 MONTHS

PREDOMINANT PAYGRADE: E-4

AVERAGE TIME IN CAREER LADDER: 71 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H268 FILE DAILY OR MONTHLY LISTINGS	96
H269 INVESTIGATE FUEL GAINS OR LOSSES	95
H235 AUDIT DAILY FUELS TRANSACTION REGISTERS (D06)	94
H271 MONITOR COMPUTER REJECTS, MANAGEMENT NOTICES, OR DELINQUENT DOCUMENT SUSPENSES	94
H232 AUDIT DAILY FUELS MANAGEMENT DATA REPORTS (D05)	93
H231 AUDIT DAILY FUELS DOCUMENT REGISTER REPORTS (D04)	92
H258 COMPLETE RECEIVING FORMS FOR GROUND PRODUCTS	89
H263 COORDINATE FUEL ACCOUNTING MATTERS WITH ACCOUNTING AND FINANCE OFFICE (AFO)	89
H276 PROCESS REVERSE POST PROCEDURES	89
H251 COMPLETE INVENTORY FORMS FOR GROUND PRODUCTS	88
H230 AUDIT COMBAT FUELS MANAGEMENT SYSTEM REPORTS (D33)	88
H261 COMPLETE REQUISITION FORMS FOR GROUND OR HEATING FUELS	85
H273 MONITOR PREPOSITIONED WAR RESERVE MATERIEL STOCK (PWRMS) LEVELS	84
H248 COMPLETE INVENTORY FORMS FOR AVIATION PRODUCTS	83
H238 AUDIT MONTHLY FUELS MANAGEMENT DATA REPORTS (M34)	83
H274 OPERATE AUTOMATED DATA PROCESSING EQUIPMENT	81
H259 COMPLETE REQUISITION FORMS FOR AVIATION PRODUCTS	81
H237 AUDIT MONTHLY FUELS INVENTORY ADJUSTMENT DOCUMENT REGISTERS (M22)	81
H256 COMPLETE RECEIVING FORMS FOR AVIATION PRODUCTS	80
H236 AUDIT MONTHLY FUELS DEFENSE ENERGY INFORMATION SYSTEM (DEIS-I) REPORTS (M02)	80
H270 MAINTAIN DOCUMENT CONTROL FILES	79
H249 COMPLETE INVENTORY FORMS FOR CRYOGENIC PRODUCTS	77
H264 COORDINATE FUEL CONTRACTS WITH BASE CONTRACTORS	76
H278 RESEARCH DOCUMENT CONTROL FILES	76
E110 COMPLETE AF FORMS 1991 (GENERAL PURPOSE CREATION)	75
H246 COMPLETE DISPENSING FORMS FOR GROUND PRODUCTS	75
H257 COMPLETE RECEIVING FORMS FOR CRYOGENIC PRODUCTS	70
H243 COMPLETE DISPENSING FORMS FOR AVIATION PRODUCTS	69

TABLE XVI

CLUSTER ID NUMBER AND TITLE: ST0077, FUELS LABORATORY PERSONNEL

CLUSTER SIZE: 147

PERCENT OF SAMPLE: 5%

AVERAGE TIME IN SERVICE: 74 MONTHS

PREDOMINANT PAYGRADE: E-4/5

AVERAGE TIME IN CAREER LADDER: 71 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
J321 DRAW PETROLEUM SAMPLES USING INLINE SAMPLERS	99
J311 COMPLETE AFTO FORMS 150 (BASE FUELS SAMPLING AND TESTING RECORD)	99
J355 VISUALLY INSPECT FUEL SAMPLES FOR WATER, COLOR, OR CONTAMINANTS	99
J349 PERFORM TOTAL SOLID SEDIMENT TESTS USING SINGLE-FILTER WEIGHT MONITOR	98
J346 PERFORM TIME FILTRATIONS	97
J345 PERFORM REFRACTOMETER TESTS TO DETERMINE FSII CONTENT	97
J352 PREPARE LABORATORY SAMPLES FOR TESTING	97
J329 MAINTAIN LABORATORY SAMPLING EQUIPMENT	97
J310 COMPARE AIRCRAFT SUMP OR INLINE SAMPLES WITH PARTICLE ASSESSMENT GUIDE	97
J325 IDENTIFY CONTAMINATED PETROLEUM PRODUCTS	97
J330 PERFORM AERONAUTICAL ENGINEERING LABORATORY (AEL) WATER TESTS	95
J347 PERFORM TOTAL SOLID SEDIMENT TESTS USING BOTTLE METHODS	95
J309 CLEAN LABORATORY TESTING EQUIPMENT WITH DETERGENT	95
J328 MAINTAIN LABORATORY ANALYSIS EQUIPMENT	95
J350 PREPARE EQUIPMENT FOR ANALYSIS	95
J335 PERFORM CONDUCTIVITY TESTS BY EMCEE METER	94
J339 PERFORM FIBER TESTS	93
J351 PREPARE LABORATORY SAMPLES FOR SHIPMENT	91
J354 SHIP PETROLEUM, CRYOGENIC, OR HEATING FUEL OIL SAMPLES TO AREA LABORATORY	91
J326 IDENTIFY RECLAIMABLE FUELS	90
J331 PERFORM AIRCRAFT SUMP SAMPLE TESTS USING BOTTLE METHOD	89
J353 REMOVE OR REPLACE AEL STANDARD CARDS ON WATER DETECTORS	89
J318 DRAW PETROLEUM SAMPLES USING BACON BOMB SAMPLERS	89
J332 PERFORM AMERICAN PETROLEUM INSTITUTE (API) SPECIFIC GRAVITY TESTS	88
J322 DRAW PETROLEUM SAMPLES USING WEIGHTED BOTTLE SAMPLERS	88
J313 COMPLETE AFTO FORMS 475 (FUELS AND LUBRICANTS SAMPLE)	86
J327 MAINTAIN CRASH KITS	85

TABLE XVII

CLUSTER ID NUMBER AND TITLE: ST0230, MOBILITY SUPPORT PERSONNEL

CLUSTER SIZE: 12

AVERAGE TIME IN SERVICE: 77 MONTHS

AVERAGE TIME IN CAREER LADDER: 75 MONTHS

PERCENT OF SAMPLE: LESS THAN 1%

PREDOMINANT PAYGRADE: E-4

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M409 INSPECT AIR TRANSPORTABLE HYDRANT REFUELING SYSTEM (ATHRS) EQUIPMENT	100
M413 OPERATE ATHRS EQUIPMENT	100
M422 SET UP OR DISMANTLE ATHRS	100
M410 INSPECT PMU-27M	100
M419 PERFORM OPERATOR MAINTENANCE ON ATHRS	100
M420 PERFORM OPERATOR MAINTENANCE ON PMU-27M	100
M416 PERFORM CONTROLLED BLADDER INSPECTIONS FOR FUEL BLADDER	92
M408 INSPECT AERIAL BULK FUELS DISPENSING SYSTEM (ABFDS) EQUIPMENT	92
M421 SET UP OR DISMANTLE ABFDS	83
M415 PACK OR CRATE ATHRS	83
M412 OPERATE ABFDS EQUIPMENT	83
M418 PERFORM OPERATOR MAINTENANCE ON ABFDS	75
M414 PACK OR CRATE ABFDS	75
M406 CONDUCT OR PARTICIPATE IN MOBILITY EXERCISES	75
M411 MAINTAIN FORWARD OPERATING BASE DEPLOYMENT KITS	50
M417 PERFORM CONTROLLED BLADDER INSPECTIONS OF WATER BLADDER	50